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Malta Union of Midwives and Nurses

Numru 103 - Ġunju 2024



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# Ħarġa nru 103 Ġunju 2024

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Il-fehmiet li jidhru f'dan il-ġurnal mhux necessarjament jirriflettu l-fehma jew il-policy tal-MUMN.  
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## Lobbying with Elected Members of the European Parliament

The COVID-19 pandemic has profoundly changed the nursing landscape in Europe. Nurses faced exhaustion and unfavourable working conditions. There has also been a massive exodus of frontline nurses, which had far-reaching implications for the healthcare systems.

Elected Maltese candidates of the June 2024 European Parliament elections are the most direct link between individual citizens and the EU and this includes nursing personnel. With 6 million registered nurses across Europe elected MEPs need to support the nursing workforce for proper pay and professional development of nurses. Political parties and MEPs must make sure that there is enough investment in nursing education especially with regards to Directive 2013/55/EU which amends Directive 2005/36/EC on the recognition of professional qualifications and Regulation (EU) No 1024/2012 on administrative cooperation through the Internal Market Information System. But our Union is against lowering down the nurses' curriculum from 4,600 hours to 3,800 hours for the sake of free movement of people. Possibly, Universities and Higher Education Institutes would not consider such diplomas due to the reduction in ECTS credits.

Nurses must have clear career pathways which sets a minimum level of high-quality nurses. Investment in nursing education and an increase in efforts to make nursing education attractive to students and enrolment in undergraduate studies is necessary. More people must be attracted into the profession, thus minimising nursing shortages.

Safe staffing is another issue to solve the current registered nursing shortage across the EU. The European Federation of Nurses Associations (EFN) is not insisting on safe staffing levels only but also on better pay and working conditions. Work-life balance measures are also important to retain registered nurses, especially newly graduated ones. The EFN Members urge EU politicians and policymakers to take immediate actions and develop EU legislation for better working conditions.

Lobbying for better wages should reflect fairness in salaries and remuneration compared to workload and demands. This will be affecting their job satisfaction and the attractiveness of the nursing profession. MEPs must be aware that nurses have a right to take industrial action, irrelevant of the situation. Europe has already seen several strikes among healthcare workers with more protests planned for this year.

Zero-tolerance approach to violence against nurses is another issue to eradicate all forms of abuse. Safe working environments are crucial. The EFN members are calling for all the member states to ratify the ILO convention 190 on violence and harassment. Nurses must be protected and supported through the development of policies, initiatives, and legislation at the national and European levels.

Nurse management and managers are important change agents as their task includes planning, organising, and directing through leadership. Nurse Managers set the tone of their working environment and may act as negative or positive role models for their staff.

One of the reasons healthcare professionals are moving to work in other countries is that they offer much higher salaries that European countries do, as well as numerous benefits. In addition, the rising population in Middle Eastern and Gulf countries is creating a growing demand for well-trained specialists. Considering this exodus, the Commission must be extra cautious about

this trend and steps must be taken to curb it. Long term, national healthcare systems in European will come under serious strain. Inappropriate recruitment of overseas' nurses is contrary to the principle outlined in the WHO Code on Ethical Recruitment of Health Personnel.

The World Health Organisation (WHO) Europe has already warned about expected healthcare worker shortages, aggravated by ageing staff and declining mental health of the population. The European Commission and EU lawmakers must also tackle the mental health issue amongst nurses very seriously. Nurses face a higher risk of developing negative mental states, such as depression, anxiety and stress due to the nature of our work.

**Dear MEPs,  
we deserve  
better.**



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**The health sector's challenges have become a focal point in the election campaign, highlighting several pressing issues. The controversies surrounding the Vitals, the magistrate enquiry, the law courts, the ongoing problems at Mt. Carmel Hospital, and the bed shortage at Mater Dei Hospital (MDH) have captured public attention. These issues, particularly the closure of unsafe wards at Mt. Carmel and the distress caused by the lack of beds at MDH, underline the sector's critical state.**

In response, the new Health Minister has introduced several plans aimed at mitigating these challenges. Key among these plans is the initiative to relocate nurses from Mt. Carmel Hospital along with their patients to designated areas both in MDH and in a Private facility.

The Health Minister has assured that new developments at MDH or in any licensed private building hired by the Health Ministry will meet high standards, ensuring safety and adequate facilities for both patients and staff.

As MUMN we have made it ample clear that whichever designated area the Health Ministry opens for patients and nurses to be transferred to, MUMN would not allow any transfer if such designated areas are not up to the patients and nurses expectations.

Despite these planned changes, the transition period is expected to be challenging. Nurses, especially those who have worked at Mt. Carmel for many years, may find it difficult to adjust to new environments. However, the assurance is that the new premises will meet the expectations of the nursing staff, who are considered experts in their field.

These developments indicate a period of significant change and adaptation in the health sector, with ongoing efforts to address long-standing issues and improve conditions for healthcare professionals and patients alike.

Unfortunately as everyone is well aware, several health projects

were continuously being mentioned during these last years which projects have never even started let alone materialized. On this regard, I am not just referring to Vitals or Steward only but even from the Government who announced several health projects in the annual budgets which were never meant to start since not even a building permit was ever submitted. Hope this thread of political bluff is over for the good of the people living in Malta and Gozo.

In addition to these changes, the Health Ministry is conducting seminars on mental well-being, an initiative from the Sectorial agreement benefiting nurses and midwives. These seminars will also be extended to other health professionals, recognizing the importance of mental health across the sector.

On a broader note, MUMN, along with other unions, is involved in discussions with the Government regarding the Civil Servants Collective agreement, which is set to expire at the end of the year.

The unions have submitted their financial proposals and are awaiting the government's counter-proposals. Key proposals include the recognition of qualifications regardless of promotions, increases in shift and on call allowances, and the introduction of new allowances.

Well summer is on our doorsteps and we all need a break which is not just good for the body but also for the mind. We are lucky to be on a lovely island so let's make the best use of it. Enjoy.

**Paul Pace - President**

# Kelmtejn mis-Segretarju Ġenerali

**Nofs din is-sena kważi għaddiet. Is-Sajf daħal sew. L-MUMN qegħda involuta sa sniena fin-negozjati biex jiġi milħuq ftehim għall-Ftehim Kollettiv ġdid għall-haddiema kollha taċ-ċivil. F'dan l-eżerċizzju hemm involuti wkoll 10 unions oħra li kollha għandhom haġa komuni - għandhom membri li huma impjegati fis-Servizz Pubbliku.**

Dawn in-negozjati m'humiex faċli. L-ewwel punt li jrid u qiegħed jiġi indirizzat huwa dak li r-ratio bejn l-ewwel skala u l-aħħar waħda ikun ta' 4:1 kif suppost ikun dejjem però peress li biż-żidied li jingħataw kull sena tal-COLI, dan ir-ratio ma jibqgħax stabbli. Dawk l-impjegati li qegħdin fi skala ta' salarju bejn 12 u 6 huma l-aktar li ser jaraw żidiet f'dan l-eżerċizzju minhabba l-fatt li jinsabu fin-nofs ta' l-eżerċizzju kollu. L-iskali l-oħra wkoll ser jibbenefikaw minn żidied però mhux daqs dawn. Dan huwa eżerċizzju ta' korrezzjoni.

Wara dan l-eżerċizzju, nibdew ninnegozjaw iż-żidied fl-iskali kif ukoll revizzjoni ta' ċertu allowances bħal l-on call, shift, transport etc. Hawn jidhlu negozjati diffiċli għaliex qed nitkellmu fuq numri kbar u barra minn hekk ikollok perspepettivi ta' unions differenti però s'issa miexjin tajjeb haġna u teżisti armonija fost il-unions. Il-Gvern ukoll qed juri rieda tajba u għalkemm għadna ma dħalniex fl-aktar stadju iebes, persważ li naslu wkoll.

Il-Ftehim eżistenti jiskadi fl-aħħar ta' din is-sena u għalhekk huwa importanti li sakemm tibda sena ġdida jilhaq jiġi ffirmat Ftehim Ġdid. Inzommukom infurmati bl-iżviluppi kollha.

Ftit tal-ġimgħat ilu bdew is-Seminars tal-Wellbeing (Mental Health) għan-Nurses u l-Midwives kollha f'pajjiżna li huma impjegati mal-Gvern. Dan kien sodisfazzjon kbir għalina speċjalment wara l-Covid kif ukoll minhabba l-effetti tan-nuqqas kbir ta' Nurses. Din il-union kienet ilha tħambaq u tirsisti biex jiġu varati Seminars ta' dawn it-tip. Infatti kien irnexxielna ndaħhlu dan il-kuncett fl-aħħar Ftehim Settorali li għadu kif

ġie ffirmat is-sena l-oħra. Il-Ministru tas-Saħħa Jo Ettiene Abela attenda l-premises tal-union fejn inawgura miftuħ it-Training Centre l-ġdid iddedikat lill-Healthcare Professionals kif ukoll awgura miftuħin b'mod ufficċjali dawn l-istess Seminars.

Min qed jattendi qed jagħmel dan min fuq il-post tax-xogħol. Min irid biss, qed jattendi mill-off duty u haġda ma jista' jiġi sfurzati. Għandna 4 lecturers mustaċċuni li jafu eżatt x'għandhom jagħmlu. Barra minn hekk l-aspett li tlaqt mix-xogħol u ġejt go post sikur huwa importanti haġna. 30 nurse jew midwife biss qed jattendu biex l-attenzjoni tkun iffukata.

Qegħdin naħdmu qatih biex il-konferenza tal-Commonwealth f'Settembru li ġej tkun għal darb'oħra suċċess. Bqajna sorpriżi bl-ammont sabiħ ta' abstracts li ġew sottomessi

li tela' għal 77. Issa dawn jiġu analizzati minn kumitat apposta tal-Commonwealth. Wara tkompli tingħata spinta biex jiġu registrati kemm jista' jkun delegati biex ikollhom opportunità li jiltaqgħu ma' nurses u midwives minn madwar il-pajjiżi kollha tal-Commonwealth. Din taf tkun esperjenza ta' darba għal haġna persuni. L-MUMN, barra l-assistenza li teżisti bis-CPD Allowances, ser ukoll tissussidja parti mill-conference fee. Ser ikun hemm ukoll il-possibilità li tattendi ġurnata għal minn ma jistax jattendi jumejn. Il-venue hija sabiħa haġna u l-aktar waħda addatata għall-konferenzi ta' dan it-tip.

Għal-lum ser nieqaf hawn. Nixtieq niehu l-opportunità biex nawguralkom sajjf ta' mistrieħ, saħħa u kuntentizza.

**Colin Galea**  
Segretarju Ġenerali - MUMN



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# EFN Policy Statement on Social Dialogue in the EU

Social dialogue – defined as negotiation or consultation between representatives of workers and employers or between these and government representatives – is the cornerstone of the European social model. In line with Articles 152-155 of the Treaty on the Functioning of the European Union (TFEU), the EU shall promote social dialogue, while fully respecting the autonomy of the social partners and the diversity of national industrial relations systems.

Furthermore, in 2017 the EU institutions proclaimed the European Pillar for Social Rights aiming to build a fair and more inclusive European Union. The principle 8 “Social Dialogue and involvement of workers” states the importance of consulting the social partners on economic, employment and social policies.

Importantly, there can be no real social dialogue without a solid basis of freedom of association and the right to collective bargaining and action. Effective social dialogue requires representative and autonomous trade unions and employer organisations able to engage in bipartite and tripartite dialogue, a culture of dialogue and compromise, and a degree of underlying respect and trust that survives the inevitable and tumultuous conflicts of interest between the parties. The two Commission initiatives from January 2023, the proposal for a Council Recommendation and the Communication, state that social dialogue is a cornerstone of the European social model, and the involvement of social partners who are representative of their members improves policy-making and law-making. The EFN expects the EU institutions to put action behind these words and invest in strong social dialogue both nationally and at the EU level.

According to Eurofound (2022) the hospital sector responded more effectively and quickly to the challenges of the COVID-19 pandemic when social dialogue and collective bargaining played a key role. To better prepare for future public health crises and to improve health security, social dialogue is essential.

The Council still needs to adopt the Recommendation during the Belgium EU Presidency. The EU must show they really want to promote the role of social partners. The nurses and their

representatives are ready to be involved to the benefit of strong national and European policies. EFN believes that from an economic and social policy to climate policy, what matters most to nurses’ work is their employment and income, economic security, health, and well-being. It is evident that these factors effectively and efficiently affect service provision and have a positive impact on safe and high-quality care and the recruitment and retention of staff. Post Covid19, it is crucial that the EFN social dialogue focuses on legislative and non-legislative initiatives concerning improving working conditions of nurses and safe staffing levels in different working environments.

The EFN reaffirms that proper social dialogue is key to ensure that all nurses receive proper, decent, and lawful working conditions across all health care settings. Where this is not achieved, nurses have the right to call for the establishment and restoration of such conditions by appropriate means. The EFN calls on all national governments to ensure nurses can exercise their social rights, including the right to strike as guaranteed under international law.

There is an increase in privatisation of health care across the EU, particularly in long term care settings. It is therefore critically important to ensure that privatisation of health and social care is appropriately monitored and that the terms, conditions, pay, and welfare of nurses working in private care settings are protected. Social dialogue must be central to delivering decent work and conditions for all and is crucial for a well-functioning and productive economy as stated in the ILO Centenary Declaration.

The EFN calls on the European Institutions and Member States to promote social dialogue to:

- Secure a sound future for the

organisation and funding of sectoral social dialogue. The Commission’s political responsibility for social dialogue is crucial for sustainability. Outsourcing the organisation of social dialogue is unacceptable. The Commission must prioritise defined criteria and strong logistical and financial support if it truly wants to deliver on its promise of strengthening social dialogue (Commission President Von der Leyen State of the Union 2022 & 2023).

- Establish an inclusive policy-making process must be established in consultation with key stakeholders. This will strengthen the ownership of policy interventions especially within the design and implementation of the Recovery and Resilience Plans. The regulation establishing the Recovery and Resilience Facility (Regulation 2021/241) stipulates the indication on how the input of stakeholders is reflected in the recovery and resilience plan.
- Strengthen social dialogue in the digitalisation of the healthcare sector. The green and digital transitions are one of the greatest challenges that the European Union will face in the upcoming years and decades. Although digital transformation was accelerated by the COVID-19 crisis and highlighted the need to develop a new generation of public policies, supporting professional development and evidence-based practice for the nursing workforce and emerging challenges for health and safety at work will need specific attention in social dialogue.
- Social dialogue has an important role to play in ensuring emergency preparedness for crises.
- Ensure social partners are systematically involved in the design and implementation of employment and social policies including in the context of the European Semester.
- Shape a stronger recovery from the pandemic and as such be better prepared for the next healthcare crisis in the EU and Europe.
- Support the development of a well-functioning labour market that can swiftly respond to a revival of aggregate demand by matching demands with an available, highly qualified nursing workforce. Therefore, it is key to develop the nursing workforce capacity in line with the EFN Workforce matrix 3+1, with a specific focus on the implementation of the Directive



2013/55/EU and the further development of APN in the EU and Europe.

- Ensure that a skilled and experienced nursing workforce remains available by implementing retention schemes with investments in continuous professional development for the nursing workforce.
- Establish a much clearer and transparent procedure for processing social partner agreements into EU Directives.
- Protect against violence and harassment at work.
- Support quality employment and fair working conditions in long-term care as set out in the adopted Council Recommendations (2022/C 476/01) on access to affordable high-quality long-term care.

#### Further readings:

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- European Parliament, Strengthening social dialogue. Procedure File: 2023/2536(RSP) | Legislative Observatory | European Parliament (europa.eu)
- European Parliament, Committee on Employment and Social Affairs. MOTION FOR A RESOLUTION on strengthening social dialogue | B9-0259/2023 | European Parliament (europa.eu)
- Council, Proposal for a COUNCIL RECOMMENDATION on strengthening social dialogue in the European Union <https://data.consilium.europa.eu/doc/document/ST-10542-2023-INIT/en/pdf>
- Unlocking the potential of social dialogue for long-term care (2023) <https://www.theglobaldeal.com/resources/brief-unlocking-the-potential-of-social-dialogue-for-long-term-care.pdf>.

## EFN Policy Statement “How to get Nurses’ Education more attractive”

The shortage of nursing professionals has become a reality across European countries. Consequently, it is imperative to explore avenues to attract more individuals to the nursing profession. This raises the crucial question of how to persuade both young people and mature students to embark on a career in nursing.

Further complicating matters is the ongoing demographic shift, where the percentage of young individuals in society has been on a steady decline for years. Despite this, there is a growing array of appealing training opportunities in diverse industries.

Moreover, certain sectors offer interesting career pathways that resonate with the aspirations of the younger generation. In essence, the career choices of young individuals hinge on several pivotal factors: What prospects and opportunities does the nursing profession offer? How will income potential evolve? What skill set can be cultivated in the chosen field? What are the possibilities for personal growth and development?

Adding another layer to this dilemma are societal preconceptions about different professions. This is where nursing professions find themselves under considerable strain. Thus, there is a need to paint a true and fair picture of the nursing profession as a profession that requires a wide range of both natural sciences and humanistic competencies.

Therefore, the EFN calls on the European Institutions and Member States to:

- Maintain a strong and attractive nursing education in line with the DIR2013/55/EU, strengthen clinical practice placements with protected time for mentorship, and training for clinical mentors.
- Support nursing students financially in both education and practice placements through schemes such as payment of tuition fees, allowances or travel expenses.
- Put in place recognition and financial incentives for continuing professional development as a cornerstone for the development of the nursing profession. Nursing establishments should be set to allow time for learning and reflection in practice. Public funding for advanced education,

systematic and regulated three-level clinical career paths from general nurse to specialist nurse and further to advanced practice nurse, is crucial to removing financial barriers for nursing professionals seeking to enhance their skills.

- Equip educational institutions with the necessary resources and knowledge to articulate the true value of the nursing profession through campaigns to attract new entrants to study nursing. Invest in nursing education within higher education institutions to ensure that academic standards are maintained, and that academic staff are valued through both salary levels and opportunities for professional development. There should be close links between academia and practice, which can be enhanced through initiatives such as joint appointments between health and academic settings.

#### Further readings:

- Rubbi et al. (2023): The social and professional image of the nurse: Results of an online snowball sampling survey among the general population in the post pandemic period. *Nursing reports*, 2023, 13, 1291-1303
- Palsson, Y. et al. (2022): A peer learning intervention in workplace introduction – managers and new graduates perspective. *BMC Nursing*, (2022)21:12
- Berglund, M. et al. (2022): The best of both worlds – entering the nursing profession with support of a transition programme. *Scandinavian Journal of Caring Sciences*, 2022; 36:446-455

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## A pastoral approach through ten powerful names of God (2)

If names are important in the Bible because they, in themselves, portray not simply the identity and personality of the person named but also his and her mission, how much this can be said to the names of God! As one is certainly noticing, God's Name has multiple missions.

For instance, another name of God which is so important both for trying to understand His being and the extremely healing way He relates to us is Abba. As we know, the word Abba means "Daddy, Father". This name designation is absolutely the most intimate form of God's name. In fact, the word Abba demonstrates to us God's character as that of being our loving daddy. God is the One in whom we should be trusting fully. God is the only One on whom we can undoubtedly rely on in all our life's different seasons. And this makes perfect sense since God is the One who cares for all of us, whoever we are! His presence within our lives lavishes on us that protection, security and unconditional love we existentially crave for. If God, as our Abba, is offering us all these graces, how can we live without Him? How can we continue our life journey without being greatly sustained by his loving mercy?

No wonder why this name of God is the most liked and sought for name

throughout the whole Bible. Who of us does not need a God who is a Father to him or her by conveying his heart for you and me, as his own beloved children should be treated by a Father who truly cares for them? He sees us and calls us as his beloved children. And, He shows to us that His love for each and everyone of us is real because he provides for our daily needs. Jesus himself tells us in the gospel of Matthew: Look at the birds of the air: they neither sow nor reap nor gather into barns, and yet your heavenly Father feeds them. Are you not of more value than they? (Matt 6:26).

The term your Father in the Matthean Gospel is replete with deep wisdom on who is Our Father in Heaven. Thus, in Matthew 5:16 Our Father receives His glory from you and me whenever we commit good works in front of others. Thus, our good works become for them our light to them, in other words, they motivate them to thank Our Father in Heaven. Twenty-nine verses down, precisely in Matthew 5:45, the phrase your Father suggests that we ought to love our enemies and pray for them who persecute us so as to be sons of Our Father in Heaven who makes the sun rise on both the evil and the good and sends His rain on those who are just and unjust.

In Matthew chapter 6 Our Father is definitely someone whom we cannot fool! He knows our most intimate and hidden intentions! Hence, our piety has

to be genuine and not a slave to other people's approval since such a behaviour will leave us with no reward from [ ] Our Father who is in heaven (Matt 6:1). On the other hand, Our Father immensely appreciates alms given in secret (Matt 6:4) simply because He sees in secret and will reward accordingly (Matt 6:4). And, the same thing about Him holds also true when it comes to prayer. He is determinedly not impressed with the paraphernalia of words that we might address to Him during our prayer.

His main preoccupation is to help us locate where our heart truly is and then to guide us to move in that direction! Thus, Jesus encourages us to create all sorts of preparations that might ultimately work in our favour to get in touch with Our Father in the deepest interiority and intimacy of our hearts. He says: But when you pray, go into your room and shut the door and pray to your Father who is in secret; and your Father who sees in secret will reward you (Matt 6:6). How encouraging is this fact that Our Father will reward us for making time for Him, for showing Him that we care for Him, for being intimate with Him in the silence of our being!

In Matthew 6:8 the phrase your Father shows us a God who knows already what we, His beloved children, are going to ask Him when we pray. Hence, there is no point in losing

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ourselves or deteriorating our Spirit-given faith, by sorely heaping our prayer with empty phrases as the Gentiles do (Matt 6:7). As regarding praying to Our Father, the little we say the better provided there is the trust in what is being prayed about. The same chapter, in verse 15, reminds us that Our Father behaves with us the way we choose to behave with others, especially with those who hurt us. If we forgive He will forgive us. If we opt for not forgiving He would certainly be unable to forgive us in return. Thus, for if you forgive men their trespasses, your heavenly Father also will forgive you; but if you do not forgive men their trespasses, neither will your Father forgive your trespasses (Matt 6:14-15). Matthew 6 emphasizes the point that Our Father rewards that fasting which is being done in secret and solely for His glory. That is why Jesus highly accentuates this crucial stance when He says: But when you fast, anoint your head and wash your face, that your fasting may not be seen by men but by your Father who is in secret; and your Father who sees in secret will reward you (Matt 6:17-18).

Then, in the next chapter, the first evangelist drives home the point that every one who asks receives, and he who seeks finds, and to him who knocks it will be opened (Matt 7:8). In order for him to underline this position he presents Jesus underscoring that if you then, who are evil, know how to give good gifts to your children, how much more will your Father who is in heaven give good things to those who ask him! (Matt 7:11). The phrase your Father, in Matthew 10, takes the tune of protection in times of persecution. Jesus clearly says to us, his disciples: When they deliver you up, do not be anxious how you are to speak or what you are

to say; for what you are to say will be given to you in that hour; for it is not you who speak, but the Spirit of your Father speaking through you (Matt 10:19-20). The Father's protection is highly stressed in chapter 10 when Jesus says that if your Father takes care of two sparrows which are sold with the cheap price of a penny how much more your Father will take care of us, when we are persecuted? Are not two sparrows sold for a penny? And not one of them will fall to the ground without your Father's will. But even the hairs of your head are all numbered. Fear not, therefore; you are of more value than many sparrows (Matt 10:29-31).

Matthew chapter 23 verse 9 shows us that Our Father in Heaven is the real Father we do really have. When speaking to the crowds as well as to his disciples, Jesus is telling them to be different from the scribes and Pharisees who are hypocrites and blind. The secret of this difference lies in the acknowledgment that they have one Father, who is in heaven (Matt 23:9). Consequently, call no man your father on earth, for you have one Father, who is in heaven (Matt 23:9).

Two things we need to remember in order to unify our reflection by giving it a solid basis. First, we can say Abba, Father thanks to the working of the Holy Spirit in us. The letter to the Galatians emphasizes so when it states: And because you are sons, God has sent the Spirit of his Son into our hearts, crying, "Abba! Father!" (Gal 4:6). Second, Abba Father is the very word used for God in the Lord's Prayer taught to us by Jesus: And he said to them, "When you pray, say: Father, hallowed be thy name. Thy kingdom come..." (Luke 11:2).

As a pastoral carer I need to do some soul searching as to how am I really

portraying, in my way of being and doing, this God who is Abba.

Therefore, it is apt for me to ask some basic yet very relevant pastoral questions: (a) when representing this most powerful and intimate Name of God as Abba, am I encouraging my patients to seek their forgiveness from Him as their Father in order that they can, then, impart it, first on themselves and then to others who have hurt them? Or ask it from those whom they have hurt? (b) The way I do pastoral care as a priest, do I encourage in the people I care for pastorally, the wish to confess their sins, especially sacramentally? And, during the sacrament of confession, do I, as a priest, really show the merciful heart of the Father towards his son and daughter who has now returned back to His house fully repentant from what she and he did? (c) As a chaplain do I portray a provident Father who never abandons His children and show them His paternal love in their lives' minutest details? (d) Do the people that are in distress feel in me the assurance that their Father in Heaven rewards their most deep-seated good intentions that no one can see except Him as their true Father and God? (e) In the way I pray with patients how am I really helping them pray from their heart to their Father in Heaven without engaging in that tedious and discouraging practice of saying a lot of words and parroting endless litanies of petitions? Am I empowering my patients to approach Our Father from a standpoint of complete trust, knowing that He will give them what they ask Him in prayer? (f) Do I portray for them a Father who protect them from the dangers and evils they might face during their hospitalization?

It was impossible for me to investigate this powerful epithet Abba, Father in every corner of the New Testament. Let us not forget that John uses it some 108 times and Matthew himself forty times. The extent of its meanings comprise authority, discipline, compassion, care, protection as well as provision. This exhaustive divine appellation is a fount of healing, love and intimacy not only for the receiver but also for the giver of pastoral care, the chaplain, who, in his limitations, he is representing Our Father to us first-hand. |

Fr Mario Attard OFM Cap



# Bill Shankly

L-EWWEL PARTI  
minn Mario Aquilina

Bill Shankly huwa l-missier modern ta' Liverpool Football Club. Il-klabb ta' Liverpool ilu fundat mill-1892, tista' tgħid grazzi għal John Houlding wara nuqqas ta' qbil ma' Everton Football Club fuq il-kera ta' Anfield. Unuri waslu u l-klabb kiseb ir-rispett mill-avversarji tiegħu. L-istilla kbira fl-ewwel nofs tas-seklu l-ieħor kien Billy Liddell, li l-leġġenda forsi xi ftit jew wisq kulurita tgħid li kellu xutt li jaqla' l-lasta mimduda minn mat-tnejn wieqfa.

Li hu żgur huwa li dan l-Iskoċċiż wera lealtà assoluta lejn il-klabb meta minkejja li meqjus bħala wieħed mill-aħjar plejers Brittaniċi, xorta baqa' jilgħab bil-flokk aħmar f'divizjoni inferjuri. Il-plejers huma l-atturi prinċipali tal-logħba, imma f'Liverpool huwa l-manager li iddebutta f'id-19 ta' Dicembru, 1959 – ħamsin sena ilu li huwa meqjus bħala l-qofol ta' kollox. Kif jgħid il-kliem imnaqqax fuq l-istatwa tiegħu quddiem il-Kop, dan il-persuna għamel lin-nies kuntenti. Nessa lin-nies mill-ħajja monotona u l-problemi ta' kuljum. Tahom tama. Tahom xi ħaġa li setgħu jassoċjaw ruħhom magħha. Tahom xi ħaġa li jistgħu jkunu kburin biha. Il-passjoni tiegħu, jew forsi aħjar l-ossessjoni tiegħu għal-logħba u lejn il-klabb u l-belt li tatu ċ-ċans il-kbir jipprova lilu nnifsu fid-dinja tal-futbol, sawwru lil-Liverpool Football Club bħala istituzzjoni li għandha l-fama u forsi aktar minn hekk stima inkredibbli mal-erbat irjiħat tad-dinja. Bill Shankly ħoloq imperu mingħajr qatt ma kien politikant jew kellu demm nobbli.

Il-bidu tiegħu fil-fatt huwa ferm 'il bogħod mill-palazzi jew mill-parlament. Bill Shankly twieled fit-2 ta' Settembru, 1913, l-għaxar u l-aħħar wild ta' John u Barbara, ġewwa Glenbuck, raħal ċkejken fl-Iskozja, bil-minjieri tal-faħam misjuba fl-istess raħal jkunu l-uniku sors ekonomiku tagħhom u fi żmien fejn anke l-faħam miksub minn dawn il-minjieri tant kien batut li niżżel il-popolazzjoni ta' dan l-istess raħal għal 600. Illum il-ġurnata, Glenbuck huwa sempliċement biċċa art sparsa f'Ayrshire. F'nofs dan il-baħħ iżda tinsab biċċa granit sewda



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mqiegħda minn partitarji ta' Liverpool tfakkar lil Bill Shankly f'raħal twelidu, fejn beda kollox, u ssawwar dan ir-raġel, li ħafna partitarji ta' Liverpool, jien inkluz iqisu bħala ġenju.

Il-logħba tal-ballun kienet waħda jew aħjar l-uniku mod ta' kif Bill Shankly f'familja kbira, fejn il-platt tal-ikel fil-għaxija kien premju aktar milli garanzija, kien seta' jżvoga. Nimmagina li t-tfal kollha ta' Glenbuck kienu jilgħabu l-ballun fit-toroq ta' Glenbuck dak iż-żmien, iżda Bill Shankly bħal kif għamlu ħutu akbar minnu qablu, mar oltre minn hekk u fl-1932, fl-età ta' dsatax-il sena telaq Glenbuck u l-Iskozja wara li ġibed l-għajn ta' xi scouts u ġie ngaġġat ma' Carlisle Football Club. Il-logħba

tal-ballun kienet mezz biex jaħrab mix-xogħol tal-minjieri u l-povertà. Il-karriera ma' Carlisle kienet waħda qasira, meta wara sittax-il logħba, din id-darba kienu Preston North End li ddecidew li jiksbu lil dan iċ-ċertu Bill Shankly. Ma' Preston North End, Shankly dam sittax-il sena shaħ, fejn fil-bidu għenhom jiksbu promozzjoni għall-ogħla divizjoni tal-Ingilterra, u fejn fis-sena 1938 kien parti mit-tim rebbieħ tal-FA Cup. F'dan iż-żmien iddebutta mat-tim nazzjonali Skoċċiż f'rebħa ta' 1-0 fuq ir-rivali eterni, l-Ingilterra. B'kollox Shankly lagħab ħames darbiet għall-Iskozja. Il-karatteristiċi ewlenin ta' Shankly bħala wing-half kienu s-saħħa u l-atleticiżmu tiegħu, li mili shaħ ta' ġiri ġewwa Glenbuck għenu jikkultivaw fih.

Fl-1949, Bill Shankly irritorna lura lejn Carlisle, din id-darba bħala l-manager. Anke, f'dan iż-żmien bikri tal-karriera tiegħu manigerjali, Shankly beda juri tendenzi meqjusa inortodossi minn managers oħra. L-ispirtu kollettiv kien għalih objettiv prinċipali, u waqt li l-atleticiżmu kien jarah bħala importanti ħafna għal kull player tiegħu, ma kienx kollox, u minflok ħafna mili ta' ġiri fit-toroq, Shankly prefera l-iskwadra tiegħu li taħdem ħafna bil-ballun f'saqajha.

"Hawnhekk nilgħabu bil-ballun, mela nitharrġu bil-ballun ukoll'. Innovazzjoni oħra kienet li qabel kull logħba, Shankly kien juża mikrofonu sabiex jinforma lill-partitarji tiegħu bil-ħdax magħżula għall-ġurnata, u x-xogħol li qiegħed isir minn wara l-kwinti. Sa mill-bidunett tiegħu, Shankly kien jara l-partitarji bħala parti integrali tal-klabb. Il-konnessjoni tal-partitarji mal-klabb issaħħet qatigħ.

Sentejn wara, kienu Grimsby Town li offrew is-siġġu manigerjali lil Shankly. L-entuzjażmu tiegħu lejn il-logħba u l-modi ġodda tiegħu ġabuh fl-inkwint mal-groundsman li ma setax jifhem kif ried juża l-grawnd innifsu biex iħarreġ lill-plejers tiegħu. Izda Bill Shankly ma kienx manager kwalunkwe, u l-groundsman kellu jbaxxi rasu. Tlett snin wara, nuqqas ta' support mid-diretturi, ġiegħlu lil Shankly jfittex post ieħor u kienu Workington li laqgħuh b'idejhom mifuħa. Dan ma kienx il-klabb ideali għal Shankly u sena wara Shankly sab ruħu Huddersfield, bħala assistent.

Hawnhekk, kellu ħafna diżgwid mat-tmexxija tal-manager Andy Beattie, u t-tim tar-riservi kien fejn beda jħalli l-impresjoni tiegħu tant li meta d-diretturi ta' Huddersfield iddeċidew li iż-żmien ta' Beattie spicċa, poġġew fuq is-siġġu prinċipali lil Shankly innifsu. Ħafna żgħażaġħ mill-istess tim ta' riservi bdew jingħataw iċ-ċans tagħhom, bl-istess żgħażaġħ iħallsuh lura billi jagħtu kull ma jafu f'kull logħba. Il-mantra ta' Shankly kienet 'klabb kuntent, klabb li jirbaħ'. F'logħba partikolari, fl-istaġun 1958-59, Huddersfield Town għelbu lil Liverpool bl-iskor ta' 5-0. Biss x'aktarx dakinhar Bill Shankly m'għelebix lil Liverpool izda rebaħ ir-rispett tad-diretturi ta' Liverpool.

Liverpool fis-sena 1959 kienu jinsabu fit-tieni diviżjoni. Anfield kien fi stat tal-biki. L-attendanza medja ġewwa Anfield kienet ta' 30,000. Minkejja kollox, Shankly ra potenzjal f'din il-belt. Shankly b'rasu iebes daqs iż-żonqor u b'kunfidenza assoluta fil-kapaċitajiet tiegħu, ried jimposta ruħu f'dan il-klabb. Ried mill-ewwel jaqbad il-barri minn qrunu u l-ewwel ġlieda tiegħu kienet mal-bord tad-diretturi.

Fi żmien meta dawn tal-aħħar kienu jieħdu ħsieb kull trasferiment u jinfluwenzaw l-għażla tal-ewwel ħdax, Shankly ried il-kontroll totali. Ried għajnuna finanzjarja biex jingiebu l-plejers meħtieġa. It-tim ried ikun kollu tiegħu. Jagħżel min jitlaq u min jiġi huwa – it-trasferimenti kollha kellhom ikunu f'idej. Jagħżel min jgħarrex madwar l-erbat irjieħ tal-Gran Brittanja għal talent ġdid huwa. Il-metodu tat-taħriġ jagħżlu huwa. Is-sistema tal-logħob kellha tkun kollha tiegħu. Shankly poġġa r-responsabbiltà kollha fuq spallej. Madankollu, ta ċ-ċans lill-kowċis li kienu diġa f'Anfield, wieħed minnhom ċertu Bob Paisley. Huwa staqsiehom għal haġa waħda: il-lealtà.

Fl-ewwel konferenza stampa tiegħu, Shankly stqarr, "Jiena kuntent ħafna u kburi li ntgħażilt bħala l-manager ta' Liverpool F.C. – klabb b'tant potenzjal. Hija l-opinjoni tiegħi li Liverpool għandhom partitarji li huma l-aqwa fil-logħba tal-ballun. Dawn jixirqilhom is-suċċessi – u jien nittama li nkun nista' nagħmel xi haġa biex dawn is-suċċessi jintlaħqu. Jien mhu se nwiegħed xejn, ħlief li nagħti kollox f'din il-kariga li jien aċċettajt minn qiegħ qalbi."

L-ewwel logħba kellha tkun kontra Cardiff City. Quddiem ftit anqas minn 28,000 spettatur, Liverpool u Shankly kellhom ibaxxu rashom f'telfa ta' 4-0, kontra tim li kellu jispiċċa fit-tieni post u b'hekk jakkwista promozzjoni għall-ewwel diviżjoni. L-ewwel nofs staġun kien ta' taqlib għal Shankly, u użah l-aktar biex jevalwa l-iskwadra tiegħu. Fit-tieni staġun tiegħu, Shankly spicċa fit-tielet post u b'hekk falla biex jikseb il-promozzjoni lejn l-Ewwel Diviżjoni. Madwaru Shankly kellu plejers ta' potenzjal. Roger Hunt, Ron Moran, Gerry Bryne u Jimmy Melia kollha kienu plejers ta' stoffa. Biss bil-klassifika

ma tigdeb qatt, ma kienux biżżejjed. B'posthom fit-tieni diviżjoni, kellu diffikultà jħajjar plejers ta' klassi għolja jilgħabu ma' Liverpool. Il-wegħdi tad-diretturi ma kienux qegħdin jinżammu. Biss il-konvinzjoni u l-kariżma ta' Shankly bdiet tegħleb dawn l-ostakli kollha.

Fl-1960, Shankly qara li Ian St. John m'huwiex qiegħed għal qalbu mal-klabb tiegħu Motherwell. Dan l-attakkant kellu ħafna doti favurieh – veloċi, xutt b'saħħtu, kontroll tal-ballun impekkabili u daqqa ta' ras mill-aqwa. Shankly beda joħlom b'koppja formidabbli ta' Hunt u St. John. Għal ħafna, inkluzi d-diretturi din kienet vera semplicement ħolma, imma meta l-muntanja ma resqitx lejha, Shankly resaq huwa lejn il-muntanja. Ikkuntattja lill-Motherwell personalment u vvjaġġa lejn Motherwell personalment biex jiltaqa' ma' St. John innifsu, plejer li huwa ddeskrivieh bħala l-aqwa punta Skoċċiża. Għas-somma ta' £37,500 Shankly irnexxielu jiffirma lil dan il-plejer li fl-ewwel logħba tiegħu għal Liverpool skorja hat-trick kontra Everton f'telfa ta' 4-3 fil-Liverpool Senior Cup Final. Barra punta, Shankly ried difensur ċentrali ta' klassi.

Għajnejh inxteħtu fuq Ron Yeats, Skoċċiż ieħor ta' Dundee United. Yeats kien kuntent ma' Dundee u kien xettiku jekk għandux jissieħeb ma' Liverpool. Huwa staqsa lil Shankly fejn tinsab Liverpool. Shankly wiegħbu, 'Fl-Ewwel Diviżjoni'. Yeats qarres wiċċu u wiegħbu li mhux veru. Pront, pront Shankly wiegħbu, 'Imma dalwaqt inkunu hemm, bik fit-tim'. Waqt li kienu fil-lukanda, waqt in-negożjati Shankly beda jdur dawra tond madwar Yeats u f'salt wieħed qallu: 'Ibni, inti fik mill-anqas seba' piedi!' Yeats wiegħbu, 'Le, jien fini sitta u tlieta biss'. Shankly reġa' wiegħbu, "Meta tiġi Liverpool, int tibda tħossok twil seba' piedi."

Ron Yeats wara li rtira minn karriera twila ma' Liverpool, stqarr li Shankly kellu ċertu kariżma li kienet impossibli li ma taffetwaxx. Kellu mod li bih tħossok mimli kunfidenza fik innifsek. Kien jimmotivak. Kien iġagħlek taħdem għalih, togħroq l-għaraq tad-demmi u fi kliemu stess tiġri u tgħaddi minn ġo ħajt tal-gebel. |

Ikompli f'ħarġa oħra

# PREVENTS SKIN DISCOLOURATION

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## ICN launches IND 2024 report focusing on The Economic Power of Care and Nurses' crucial role in creating prosperity for all

Geneva, Switzerland, 08 May 2024 - The International Council of Nurses (ICN) is today launching this year's International Nurses Day report focusing on The Economic Power of Care, ahead of global celebrations on May 12.

The report brings together evidence from economists and other renowned experts from across the world, showing the contribution nurses and nursing can make to global economic growth, with an adequate level of investment. The report finds that poor health costs the global economy 15% of Gross Domestic Product (GDP) and the authors make the link between poor health and inadequate healthcare, and economic prosperity.

ICN President Dr Pamela Cipriano said: "Ahead of International Nurses Day this year, our report focuses on the economic benefits of having more nurses for the whole global economy. We know that healthier people are more engaged and more economically productive, but millions of people lack access to the essential health care that they need, most of which is delivered by registered nurses.

'Effective Universal Health Coverage (UHC) could save 60 million lives each year and add 3.7 years to average life expectancy, but achieving it requires a massive increase of investment in the nursing workforce. Nurses are the drivers of Primary Health Care (PHC) which has been recognised by the United Nations as the catalyst for reaching the UHC2030 goals. The report reveals that if countries are to achieve the higher 80 indicator out of 100 thresholds of UHC, they will have to increase the size of their nursing workforces so that they have 70 nurses for every 10,000 of their population.

'What governments must recognise is that such investment in nursing is not a cost: investing in health care saves money, and our experts say having a healthy population could boost global GDP by USD 12 trillion or 8%.'

In recent weeks, ICN Chief Executive Officer Howard Catton has been hearing from nurse leaders from around the world who say that instead of investing in the nursing workforce, governments are looking for short-term fixes. Speaking today, during a visit to the Danish Nurses Association, Mr Catton said:

"Faced with the global shortage of nurses instead of investing in the current nursing workforce we are seeing too many governments choosing short-term and cost reduction driven policies, such as international recruitment, creating new non-registered nurse roles and looking to reduce the length of nurse education.

These are the wrong choices, taking us in the wrong direction, and seriously risk putting people off joining the profession and seeing more of our experienced nurses quit or leave earlier than they would have done.'

'In its work with international organisations, such as the World Economic Forum, ICN has seen a growing recognition that investment in nursing is an accelerator not a brake on economic growth, and a priceless investment for global health.'

IND is celebrated around the world every May 12, the anniversary of Florence Nightingale's birth. ICN commemorates this important day each year with the production and distribution of the International Nurses' Day (IND) resources and evidence. |

## ICN launches new guidelines to help nurses tackle the growing global crisis in mental health care

Geneva, Switzerland; 6 March 2024 - The International Council of Nurses (ICN) has today published new Guidelines on Mental Health Nursing as part of its mission to improve mental health care globally.

Around the world, people are facing unprecedented challenges that are having a significant negative impact on their mental health and wellbeing. ICN's new guidelines represent its commitment to helping nurses deliver high-quality, ethical and compassionate nursing care for people with mental health conditions everywhere.

They are designed to improve the consistency and quality of care delivered, and to provide a road map so that nurses can advocate for best practice, robust policies and better

access to professional development and educational opportunities. ICN President Dr Pamela Cipriano said the guidelines would improve the care provided to people with mental health conditions, which are often left untreated.

Dr Cipriano said: "We live in a time of unprecedented challenges that are having a significant negative impact on people's mental health and wellbeing. While 50% of us will develop a mental health condition at some point in our lives, more than 70% of people with severe mental health and substance use disorders receive no treatment at all. Additionally, we know it is critical to routinely support the mental health and well-being of nurses and other healthcare workers particularly as many are still recovering from the effects of

the pandemic. 'Nurses play a critical role in providing the compassionate, person-centred care that is essential in responsive healthcare systems. These guidelines support the professional practice of mental health nursing, and encourage informed actions among nursing professionals, policymakers, and healthcare organizations.'

The guidelines were developed in collaboration with nursing experts from around the world. They include recommendations that provide guidance on maintaining and improving the quality and safe delivery of mental health care.

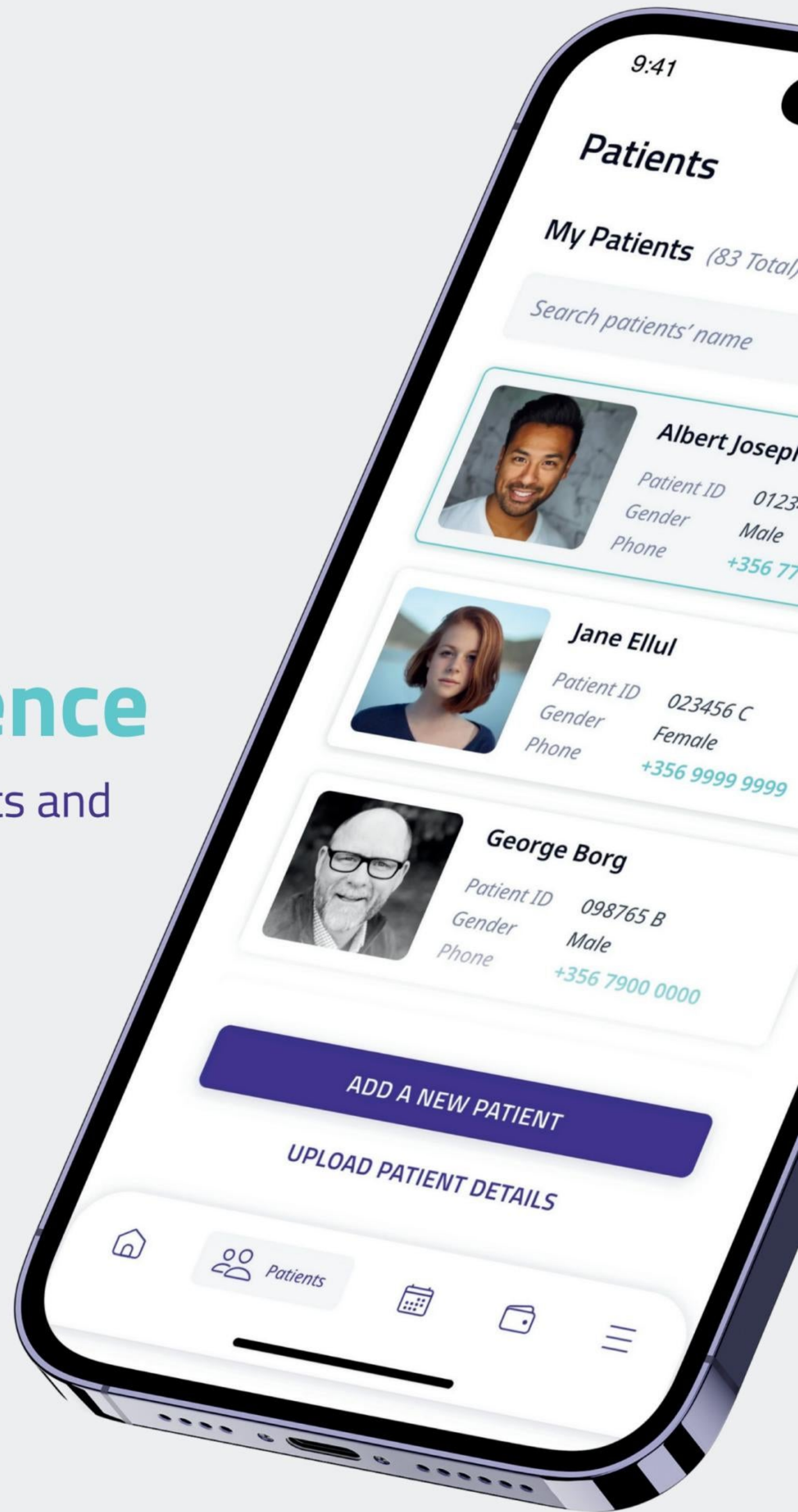
They are aimed at all nurses, including those who work in general health care settings, and those who work in specialist mental health services. |



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Reflecting on the Horation Congress 2024

## Courage, Communication and Collaboration in Challenging Times

Representing the Maltese Association of Psychiatric Nurses (MAPN), we recently had the privilege of attending the Horatio Congress 2024 in Malmö, Sweden. Organized by European Psychiatric Nurses, this year's congress was themed "Courage, Communication, and Collaboration in Challenging Times." The conference highlighted the crucial role of psychiatric mental health nurses in facilitating recovery by combining personal expertise with strong therapeutic skills.

Horatio: European Psychiatric Nurses is an organization representing psychiatric and mental health nursing bodies across Europe. By collaborating with various organizations, projects, and individuals, Horatio actively engages in discussions that shape

European mental health policies, particularly from the perspective of nurses.

Horatio and MAPN collaborate to advance the field of psychiatric mental health nursing, sharing a commitment to improving mental health care and fostering the professional development of psychiatric mental health nurses across Europe and beyond. This collaboration led to the organization of 4 international congresses which were held in Malta in 2008, 2014, 2017 and 2023. At this year's General Assembly Dr. Alexei Sammut, President of MAPN was nominated and elected as the General Secretary of Horatio.

### A Thought-Provoking Keynote

Jenny Wetterling opened the congress with a powerful keynote titled "A Recovery Journey - from Darkness to Meaning and Community." She spoke eloquently about how the

intersection of personal expertise and professional relational capacity can enable profound healing, illustrating how psychiatric mental health nurses can guide patients from darkness to light. Jenny shared her own story of struggling with an eating disorder, self-harm, depression, and suicide attempts during her teenage years, exacerbated by the absence of good care. After many years and various treatments, she finally received the right support and was involved in designing her own care. This experience transformed her life, allowing her to find meaning, dignity, and full participation in society. Now a nurse, researcher, and mental health advocate, Jenny uses her lectures to increase understanding of mental illness and improve healthcare support. She conveys hope that recovery is possible and emphasizes the importance of empathetic, skilled care in the healing process.

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# Meaning in care

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## Joy Duxbury: Flipping the Narrative on Use of Force

A standout presentation was delivered by Joy Duxbury, a prominent mental health nurse and Professor of Mental Health at Manchester Metropolitan University. Professor Duxbury, known for her extensive research and efforts to minimize restrictive practices in mental health settings, presented on "The Disproportionate Use of Force in Mental Health Settings – Time to Flip the Narrative." She highlighted the inequalities in care experienced by different populations and advocated for participatory action approaches to drive change. Duxbury's work, including her involvement in the EU-funded FOSTREN project, emphasizes co-creating trauma-informed and human rights-oriented care practices.

## Klas Bergling: A Personal Journey Through Grief and Advocacy

Klas Bergling, co-founder of the Tim Bergling Foundation, shared his journey following the loss of his son, Tim Bergling (Avicii), to suicide. His presentation focused on the foundation's efforts to improve youth mental health and prevent mental ill-health. Bergling's heartfelt

narrative emphasized the critical need for support systems and preventive measures to safeguard young people's mental health.

The congress featured numerous other insightful presentations and workshops. To highlight a few: Charlotta Sunnqvist discussed the core elements of psychiatric and mental health nursing, emphasizing the importance of time, honest engagement, therapeutic relationships, professional nursing, and a lifetime perspective in patient care.

Jürgen Magerman introduced Oyster care, an innovative approach to mental health care for individuals with severe and persistent mental illness.

Franz James presented on design research for interior design in compulsory care, focusing on how thoughtful design can enhance health and well-being in psychiatric settings.

Philip Attard and Alexei Sammut shared their research on the lived experiences of clients under close observation during inpatient care, providing valuable insights into patient perspectives.

Mark Vassallo explored psychiatric nurses' perceptions of their work

experiences and the implications for counselling, highlighting the importance of support for healthcare providers.

## Closing Reflections

Attending the Horatio Congress 2024 was an enlightening experience. It reinforced the importance of courage, communication, and collaboration in navigating the complexities of mental health care. The congress highlighted innovative approaches and the critical role of empathetic, skilled psychiatric mental health nursing care in facilitating recovery. As we return to our practices, we are inspired and equipped with new knowledge and strategies to support our patients, guided by the wisdom shared at this event.

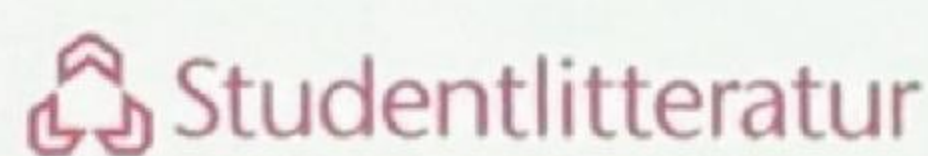
The Horatio Congress has reaffirmed our commitment to advancing mental health care, fostering recovery, and reducing suffering through dedicated, compassionate, and collaborative efforts. The upcoming Horatio Congress will be held in May of 2025 in Berlin. |

**Maria Sapiano**

Treasurer: Maltese Association of Psychiatric Nurses  
<https://www.mapnmalta.net/>



# HORATIO CONGRESS 2024



*from our  
diary*



The inauguration of new premises of the  
Malta Union of Midwives and Nurses  
Celebrating its 25th Anniversary  
today Sunday 19th September 2021  
by H.E. George Vella  
President of Malta



Hon. Dr. Bernard Grech visited MUMN's premises to discuss issues related to the Health Sector.



The monthly seminars organised by the Institute for the Healthcare Professionals are really gearing up. Keep it up!



MUMN Entertainment Committee organised an exciting trip to Sicily. Well done!



Hon. Jo Etienne Abela Minister for Health is officially opening our Training Centre dedicated to the Health Care Professionals and officially launching these Well Being Seminars.



Well Being Seminars have kicked off. All the Nurses & Midwives are going to be invited to attend from their duty. One of the lecturers is delivering the first Seminar.



MUMN President is addressing the first group of Nurses & Midwives that attending for the Well Being Seminar at the Training Centre.

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## EFN Briefing Note (X) on the Belgium EU Presidency negotiations with the European Parliament on EHDS

On 1st January 2024, Belgium took over from Spain the Presidency of the Council of the EU for 6 months. The EHDS file is coming at the end of tripartite negotiations, BUT no agreement yet! Negotiations between MEPs and the Belgian presidency on the EU's proposed health data space (EHDS) stretched into the early hours before collapsing at first light this morning.

EHDS represents one of the central building blocks of a strong European Health Union and will allow individuals to check and use their health data in their own country or in other Member States, fostering the development of a digital healthcare market. Europe has a rich source of digitalized health data that is not used to its full potential due to legal, interoperability and data quality barriers. In this context, the EHDS legislative proposal by the European Commission (2022) is intended to govern the transmission and sharing of health data across the EU for private individuals, healthcare professionals, researchers, and policymakers. Its adoption will accelerate the appropriate availability and improve the quality of electronic health data to support safe continuity of care across borders and empower



citizens/patients to have greater access to, and control over, their own health data across the EU and Europe.

But, attempts to finalise a compromise were frustrated by radical differences on re-using health data for so-called 'secondary use' (data registered for use by health services but used by third parties for other purposes). Such secondary use includes collation of

health records, administrative, genetic, genomic and social data, public registries, clinical studies, research questionnaires, and biomedical data such as biobanks. In relation to such secondary use, Parliament's mandate included a strong opt-out clause, restricting most data sharing and use by third parties at patients' behest, if they so choose, to protect against the risk of loss of control of health data. However, failure to include this opt-out "could mean the end of medical confidentiality and deterring patients from seeking urgently needed treatments for fear of stigmatisation, possibly even resulting in suicides", according to MEP Patrick Breyer (Germany/Greens), one of the Parliament's negotiators and a civil rights activist. The EU Member states consider anonymisation a valid safeguard against risks of third-party processing data and believe an opt-out clause could disbenefit the research sector, undermining developments in innovative fields such as of personalised drugs.



continued on page 27



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## ICN announce second series of award-winning Caring with Courage films, produced by BBC StoryWorks, detailing the extraordinary work of nurses around the world

Geneva, Switzerland, 17 May 2024 - The International Council of Nurses and BBC StoryWorks Commercial Productions are to make a second series of *Caring with Courage*, highlighting the pivotal role nurses play in advancing global health equity and universal health coverage.

The announcement coincides with a call for nurses to submit stories for consideration, focussing on a specific solution, project or initiative that contributes to a more sustainable future for nursing and healthcare.

The original *Caring with Courage* series, launched in May 2022, put a spotlight on the extraordinary work of nurses, which is often hidden from public view, in 19 powerful programmes that were seen by people around the world.

Stories in the first series were incredibly diverse, ranging from helping newborns in Sweden to breaking taboos about menstruation in Kenya, from helping vulnerable homeless people

in the United States to access health care, to using artificial intelligence to guide patients through life-altering moments in Taiwan. The first series earned excellent global coverage, with more than six million video views, and was recognised at the World Health Organization Health for All Film Festival, the Webby Awards and the International Content Marketing Awards.

ICN is pleased to announce plans for a second series, launching in early 2025 and again produced by BBC StoryWorks. With a wide range of untold stories left to unveil, this series will recognise the extraordinary value of nurses and delve deeper into their contribution to healthier societies.

ICN President Dr Pamela Cipriano said: "We are excited that you will have the opportunity to participate, and we want to hear your stories. The activities of nurses are hiding in plain sight: this story-telling opportunity is absolutely critical to link the messages from our International Nurses Day

Economic Power of Care report to the public around the world. This is an opportunity to unmask those many ways that nurses not only contribute to care but contribute to economic security and prosperity."

### The new series

The new series of *Caring with Courage* will bring attention to the role nurses play in creating secure, affordable, accessible and flexible health care systems, aiming to emphasise their status as an essential pillar of healthcare.

To achieve this, the series will feature three key chapters:

- Solving Global Challenges – nurses and global health initiatives building healthier societies.
- Shaping the Future of Care – nurses leading the way to equitable and efficient health systems.
- Caring for the Care-giver - strengthening the profession and driving positive change. |

## EFN Briefing Note (X) on the Belgium EU Presidency negotiations with the European Parliament on EHDS

continued from page 25

Therefore, the Belgian EU presidency, negotiating on behalf of EU-27 health ministers, presented yesterday a new compromise, which recognised the right to opt-out to every natural person, leaving to member states the task of providing an 'understandable opt-out mechanism'. But the Belgian draft included exceptions to the opt-out clause "if requested by a public institution with a mandate in carrying out tasks in the area of public health" and even "[by] a private institution entrusted with carrying out public tasks in the area of public health". Such exceptions would only apply in certain

circumstances, such as where justified in the public interest, or for public and occupational health reasons, as well as for policy-making and regulatory activities and statistics.

Despite attempts to bridge divisions in the talks by the European Parliament's leading negotiator Tomislav Sokol (Croatia/European People's Party), MEPs considered the exemptions too plentiful and broad.

A further meeting of EU ambassadors is scheduled for next Wednesday 13 March, when the Belgian presidency will make a final attempt to rescue the health data file and see if a majority in

the EU Council is prepared to loosen its stance on the opt-out, the Parliament's red flag. If this happens, negotiations will resume with MEPs the following day.

The main question is, how can we regulate data sharing in a way that allows comprehensive, well-organised data sets to be used by those who can use it in the interest of the patients but respecting citizens' rights. Nurses play a central role in this process.

So, there is good progress, only more facetime between co-legislators is needed to finalise the deal. Let's cross fingers! |

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## Council of Nurses and Midwives Malta

On the occasion of International Nurses Day, the Council of Nurses and Midwives of Malta proudly acknowledges and commends the indispensable contributions of nurses across all healthcare services in Malta and Gozo. Nurses represent the largest profession among healthcare professionals, making up half of the world's health workforce. Their role is essential, and no health service can function without qualified nurses. Malta is privileged to have highly trained professional nurses whose expertise is sought after across Europe and beyond.

This year's theme, chosen by the International Council of Nurses, is "Our Nurses. Our Future. The Economic Power of Care." Nurses touch the lives of countless individuals, offering services, support, compassion, and professional care. They are present during life's most significant moments, from birth to death, accompanying people during both joyful and challenging times.

Nurses work under extremely challenging conditions, further exacerbated by the global shortage of nursing staff. During the acute phases

of the COVID-19 pandemic, while many stayed safe at home, nurses risked their lives to care for those infected by the virus. During lockdowns, when relatives were not allowed in hospitals and elderly homes, nurses were the ones who stayed by patients' sides during their final moments.

Beyond direct patient care, nurses play a crucial role in health education, promoting healthy lifestyles, and disease prevention. Their contribution to a healthy society is indisputable. Investment in nursing should be seen not as a cost but as an investment in a healthy population. Dr. Pamela Cipriano, President of the International Council of Nurses, aptly stated, "Nurses create healthy people, healthy societies, which drive healthy economies." Unfortunately, policymakers, administrators, and the general public are often unaware of the significant return on investment that adequate funding in nursing can provide, especially in times of conflict, climate crisis, and financial instability.

Last year, Pope Francis paid tribute to the unparalleled contribution of nurses, describing them as "the heroes who live next door." Indeed, International Nurses Day is a day to salute these brave, unsung heroes who strive daily to care for the sick and save lives.

This year, members of the Council of Nurses and Midwives of Malta made a concerted effort to visit nurses at their workplaces across Malta and Gozo. These visits were not merely formalities; they were heartfelt gestures of appreciation and gratitude. Council members went to hospitals, clinics, and community health centres, engaging directly with nurses in their diverse work environments. They listened to their experiences, acknowledged the challenges they face, and expressed sincere thanks for their unwavering dedication and commitment.

These visits highlighted the council's recognition of the critical role nurses play in the healthcare system. By showing up in person, council members aimed to convey a powerful message: that the hard work, sacrifices, and invaluable contributions of nurses do not go unnoticed. The council wanted to ensure that every nurse felt seen, appreciated, and supported.

To all nurses in Malta and Gozo, we say, "Thank you. We are all deeply indebted to each and every one of you." Your tireless efforts, compassion, and professionalism are the backbone of our healthcare system, and we honour you today and every day. |

**William Grech**

## The Patient's Advocate - PART 1

There are many reasons why a patient and their relatives may seek to have an advocate to support them in navigating the healthcare system and perhaps more importantly when decisions need to be made. Nurses are frequently linked to role of patient advocate.



photo | morganguidance.com

Many nurses take on this role without hesitation, even when they do not fully understand the significance of such a role, how to fulfil the role effectively, or acknowledge the competencies required for nurses to be good patient advocates. Nurses spend the most time with patients particularly in acute care, residential care and community care settings. This puts them in an ideal position to not only ensure continuity of care but to safeguard patients' rights and safety.

Choi (2015) referred to the conceptualising of patient advocacy by considering three models of patient advocacy by Curtin (1979), Gadow (1980) and Kohnke (1982). Curtin (1979) developed the 'human advocacy model' which focuses on the need to develop a humanistic nurse-patient relationship. Gadow (1980) on the other hand refers to the 'existential advocacy model' where the emphasis is on patient autonomy and freedom of self-determination as fundamental human rights. In this case, the role of the nurse is to highlight the importance of values and assisting patients to make decisions regarding their care.

Kohnke (1982) acknowledged both models prior to putting forward the 'functional model for patient advocacy'. The role of the nurse is described as informing and facilitating decision-making processes in patient care. Here, nurses are expected to provide patients with information on their condition and support notwithstanding the decisions that are made. Choi (2015) also refers to the integration of these three models, where three key components of patient advocacy emerge. These are (1) the development of humanistic relationships with patients with safeguarding a central role of the nurse (2) respect and value patient autonomy and freedom of self-determination in making decisions, and (3) sharing information, where nurses empower patients to be able to make informed decisions.

In addition to this, patient advocacy can be considered as having two dimensions as explained by Vaartio and Leino-Kilpi (2005). These are proactive and reactive advocacy, where proactive advocacy is concerned with supporting patients to make informed decisions and help them to defend their rights; whereas reactive advocacy is triggered when there is endangerment of patient

safety or patient autonomy. Choi (2015) continues to highlight more appreciation of the central qualities of patient advocacy and the role of the nurse. These are acknowledging the needs of the patient in terms of their competency, willingness to speak for themselves, capability and act accordingly to ensure patients are safeguarded; take on the role of intermediary between patients, their family and the health care team; and be a champion of social justice, ensuring accessibility to appropriate healthcare.

It is worthy noting the varying contexts where patient advocacy is needed. These can range from the patient's state of consciousness to organisational processes, to illiteracy and frailty. The competencies, skill set required, and knowledge required by the nurse can vary significantly. For instance, consider the following end of life decisions, respect for patient dignity, cultural and ethnic diversity, medical errors, inadequate consent, privacy and confidentiality.

This article will continue in the next issue of *Il-Musbieh* by looking at the process of patient advocacy. ■

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# In-Nursing u l-Istorja Tiegħu Relevanti għaż-żminijiet tal-lum?

Kitba ta' Joe Camilleri C.N.

L-istorja tan-Nursing tipprovdina bl-għerf li għandna bżonn biex nifhmu l-professjoni tagħna. Tgħallimna nifhmu l-passat tagħna, biex ninfurmaw lill-pazjenti dwar ir-rwol li għandna fil-qasam tal-kura tas-saħħa. Matul l-istorja tan-nursing, l-opinjoni pubblika tan-nurses inbidlet minn waħda li taborri l-professjoni tagħna għal waħda li tista' tafda l-professjoni tagħna, nispera.

Per eżempju x'relevanza għandhom ktejbin antiki u sfajra tal-ewwel lectures tal-qwiebel u l-infermiera ta' Prof S. L. Pisani bl-isem 'Il-Qabla' tal-1883 u dak ta' Dr. J. S. Galizia's bl-isem 'Il Ctieb ta l'Infermier' tal-1904; djarju-ġurnal tal-infermiera-femminista Vera Brittan fl-1917 miktub ġewwa s-St. George's Hospital ta' San Ġiljan f'Malta fl-eqqel tal-ewwel gwerra dinjija; jew artifatt tal-qabla f'mużew jew f'kollezzjoni privata? X'relevanza għandhom dawn? Verament, dawn huma kollha interessanti u jharrku ċertu kurżità. Imma illum kemm jistgħu jgħinuna nipprattikaw f'kura tas-saħħa high-tech, f'dinja miexja lejn l-AI? L-istudenti tan-Nursing tagħna ġewwa l-Fakultà x'ha jiggwadanjaw mit-tagħlim tal-istorja tan-nursing? Għandu jibqa' fil-kurrikulu tagħhom?

In-Nurses stabbilew l-istorja li tagħthom identità professjonali. L-istorja infermeristika hija waħda kumplessa, kultant b'messaġġi kunflingenti, kemm mis-soċjetà u kemm minn min jimpjega. Il-pazjent, li kultant qajla nisimgħu l-istorja tiegħu kemm fil-qasam soċjali u anke dik professjonali, għandu wkoll vuċi fl-istorja infermeristika. Meta nisimgħu dik il-vuċi, anke jekk għaddew hafna snin, jirrinforzaw il-prattika tan-

nursing. Meta nifhmu l-istorja tan-nursing, tħalli lilna bħala nurses, midwives, ninfurmaw 'il pubbliku dwar l-istorja tagħna stess u mhux inħallu l-media jew terzi jagħmlu dan. L-istorja tan-nursing tħarrek ukoll lill-istudenti tagħna jkunu jafu dwar id-diversità tal-prattika tan-nursing. B'hekk l-istudenti jifthu moħħhom għall-opportunitajiet ġodda li ma kienux jafu dwarhom qabel.

## L-Istorja u l-Identità Professjonali

Għandna napprezzew li storja ta' professjoni twila ġgħalek tkun kburi biha. In-Nursing minn dejjem kien parti mix-xogħol tal-umanità, f'kull parti tad-dinja, sa minn żmien żemżem. Sa hafna qabel Nightingale, anke qabel l-ordnijiet reliġjużi, in-nies kienet tiegħu ħsieb lil niesha stess meta kienu jkunu feruti jew ma jifilħux. Hekk m'għamul il-bniedem. Fil-fatt hemm evidenza li l-ewwel tip ta' nursing primitiv kien jinvolti l-użu ta' ħwawar u sustanzi oħra biex jikkura u jdewwi. It-tempji Megalitiċi tagħna ma servewx biss għall-qima reliġjuża imma anke għar-ritwali ta' divinità u għall-prattika tal-



Illustrazzjoni fil-ktieb ta' Charles Dickens, Martin Chuzzlewit (1842-3) fejn Nurse Gamp kienet l-isteriotip tan-nurses inkompetenti tal-bidu tal-era Vittorjana (ritratt: Public Domain)

arti tal-fejqan ukoll. Dawn kienu popli li ipprattikaw f'dak li kienu jafu fil-qasam tan-nursing u fl-għerf fix-xjenza ta' dak iż-żmien, hafna drabi jsir minn nisa. Jekk it-teknika tagħhom kienet tidher xi ftit stramba għalina illum, dan għaliex aħna illum nipprattikaw b'modi differenti ta' kif jaħdem ġisimna. Anke nurses hekk imsejja 'avanzati' (advanced practice registered nurses) ma kienux xi ħaga ġdida. In-Nurses kienu jaħdmu fl-anestezija, per eżempju, fil-kamp tal-battalja tal-Gwerer Ċivili (tal-Amerika) aktar minn 150 sena ilu. Il-qwiebel per eżempju, kienu l-uniċi sapport għan-nisa tqal li kienu qed iwelldu sakemm dan ġie immedikalizzat fit-18-il sekl. Nurses fil-komunità (visiting nurses) kienu nurse practitioners tal-fqar fid-19-il sekl u l-bidu tas-sekl 20. Il-clinical nurse specialists fil-fatt evolwew meta l-kura fl-isptarijiet saret aktar kritika. Żvilupp importanti fil-vjaġġ tan-Nursing f'Malta kien meta beda jitmexxa għall-ewwel darba minn Direttur (Direttriċi) tas-Servizzi Infermeristiċi fi ħdan il-Ministeru tas-Saħħa, l-Anzjani u l-Kura fil-Komunità fl-1997.

Hija tendenza tagħna n-nurses li kultant neliminaw partijiet li jdejquna mill-istorja tagħna u nibdew 'paġna ġdida'. Per eżempju P. Cassar kiteb fil-MMJ dwar l-insubordinazzjoni li kienet xi ħaga komunissima fost l-attendenti (in-nurses ta' dak iż-żmien) jġigifieri għall-ħabta tal-1839 ġewwa l-Franconi



Il Ctieb ta l'Infermier tal-1904 (Ritratt, kopja tal-awtur)

ikompli f'paġna 34



Vera Brittan ġewwa s-St. George's Hospital fl-1917 (Ritratt, kopja tal-awtur)



Ritratt antik ġewwa l-Valletta Military Hospital f'Ottubru tal-1915 (Ritratt, Times of Malta)

### ikompli minn paġna 33

Asylum (l-Isptar Monte Karmeli tal-lum). Dingwall & Allen, 2001, f' Nelson & Gordon, 2004 jgħidu: 'in-Nurses fil-bidu tas-seklu 20 ftit li xejn kienu jagħmlu ħlief xogħol fit-tindif u fil-konfort'. Plakka tal-irĥam miżmuma l-Mużew Nazzjonali tfakkarna dwar sentenza ta' mewt permezz tat-tgħalliq ta' ċertu Felice Camilleri, gwardjan tas-saħħa (in-nurse tal-lum) talli m'obdiex il-kwarantana fl-1814, u li wara ħafirlu l-Gvernatur f'isem il-Prinċep Regent għan-nom ta' Re Ġorġ IV. Il-kastigi kienu ħorox tassew.

Jidher għalhekk li n-nurses, biex ikabbru l-istanding tagħhom, ibaxxu l-istorja tagħhom stress. Nelson and Gordon (2004) jagħtuna terminu għal dan: "rhetoric of rupture" waqt li jfakkruna li professjonijiet oħra, speċjalment it-tobba, m'għamlux dan. Dan il-fenomeni, ġej mill-fatt li n-nurses jippruvaw jgħollu l-istatus soċjali u l-legittimità tagħhom a skapitu tal-istess status soċjali u l-legittimità tagħhom stess. Dan il-fenomeni jipperpetwa l-fatt li l-għerf prattiku mhu għerf xejn u li d-dehen kliniku ma jinvolvi il-ħsieb kritika u t-teħid tad-deċiżjonijiet. Għaliex fin-nursing tagħna nippersistu li ninjoraw il-passat u nibqgħu niddikjaraw li ergajna wellidna n-nursing mill-ġdid minn oriġini godda ma jintgħarfux? Għaliex kull darba rridu nivvintaw ir-rota? Għaliex niftaħru bl-advanced practitioner u

narmu n-nurse l-antik għaliex nissottovalutaw il-prattici tan-nursing tal-passat, jigiġifieri f'dak li kienu jagħmlu u f'dak li kienu jafu? Kien hemm iż-żmien għalhekk meta

l-għerf tan-nurses fir-rigward tal-użu tal-ħwawar u l-ġbajjar ġie mwarrab, kwazi mċaħħad, minħabba l-introduzzjoni ta' ħiliet godda. Din li nsawtu lilna nfusna speċjalment meta tiġi għal grajjietna stess, ma tawgurax tajjeb għan-nursing tal-lum.

### L-Istorja u l-Ħsieb Kritiku

Kif diġà semmejna, L-istorja tan-nursing hija kumplessa u wieħed irid iħares lejha f'kuntast ta' żmien, post, ġeneru, razza, u varjazzjonijiet oħra. Trattamenti dubbjuzi fejn in-nurses li kienu jipparteċipawkienu jinkludul-lobotomija għal dawk morda mentalment, sterilizzazzjoni involontarja, kirurgija tal-kancer ultraradikali, u l-aversion therapy tal-omosesswali. Dawn jipprezentaw opportunitajiet għal deliberazzjoni kritika għalkemm kontroversjali, imma peress li għadda ftit taż-żmien, jiffacilitaw diskussjoni kalma imma xorta kritika. Per eżempju Tommy Dickinson fil-ktieb "Curing Queers", fl-2015, kiteb dwar 'il-fejqan' tal-omosesswali fir-Renju Unit fil-ħamsinijiet u s-sittinijiet u wieħed għalhekk jistaqsi: X'hinu ikkunsidrat dak il-mard fil-bniedem illum li se jġiegħel lin-nurses tal-futur ixenglu rashom dwaru? Kif kienu jittrattaw id-devjazzjonijiet sesswali u lit-trasvestiti, l-infermiera psikjatriċi tat-tletinijiet? L-Istorja se ġgħalna naħsbu dawn it-tip ta' mistoqsijiet.

### L-Istorja u l-Pazjent

Il-punt tal-kura fis-saħħa huwa li tgħin individwu li nafuh aktar bħala l-'pazjent'. Fil-fatt il-pazjenti huma

l-aktar pedina importanti f'kull xenarju tal-kura fis-saħħa, biss ħafna drabi dawn jibqgħu fis-silenzju. L-istorja tan-nursing tgħallimna wkoll li aħna n-nurses, li mhux libsin il-ġagaga jew l-ilbies tal-isptar (kultant bil-warrani mikxuf għalxejn), mhux morda u beżgħana għax qegħdin f'xi post li mhux issoltu nkunu, nitkellmu f'isem il-pazjent.

Harry Forrester, pazjent li sab ruħu f'sala mimlija rġiel isofru minn shell shock (PTSD tal-lum), meta kien fi sptar fl-Irlanda lejn l-aħħar tal-1916, irrakkonta hekk bl-Ingliż:

*"Eventually they took me out into the big ward, where most of the patients there were shell shock people from the war. Now a shell shock person, he can be very quiet and he can be very violent; he can do all sorts of things. It was a big ward; it held about, what, 20 people, 25, something like that. There was an old orderly a real old soldier, been in Army since Adam was a lad. He was bald-headed and he used to sneak about with a torch at night. He put his hand on one of these shell shock cases and the whole hospital was in turmoil. This bloke went completely barmy, oh! the place was turned upside down. He went, he threw this about and that about, this shell shock case. So of course, so the old orderly was never allowed to be the orderly anymore after that."*

Illum ibbumbardjati b'surveys fejn isaqsu kif kien is-servizz jew dwar customer care u dan isir biex jitjeb is-servizz. Meta tisma lehen il-pazjent in-nurse ikun jista' jipprovdi servizz aħjar. Tipikament l-istoriċi tan-nursing ma jinkludux 'il pazjent f'kitbiethom. Li jiffukaw huwa fuq il-punt tal-kura, tal-kirurgija eċċ eċċ.



Il-klistier, artifatt użat mill-qabla

## L-Istorja u l-Opinjoni Pubblika dwar in-Nurses

Ħafna nies semgħu bi Florence Nightingale, dik li illum inqisuha bħala l-fundatrici tan-nursing modern. Imma in-nies infurmata dwar il-mijiet u l-eluf ta' nisa u rġiel madwar id-dinja li jipprattikaw il-professjoni?

Annie Holme (2015) tfakkarna li ħafna nies jitgħallmu dwar l-istorja mill-films, mit-televizjoni jew mill-mużewijiet. Imma dawn ma juruniex il-prattika tan-nursing propja, ma juruniex il-vera nursing. L-istorja għandha turina dwar nursing fejn in-nurse kien iħammegħ l-uniformi bi tbajja tal-għaraq tal-abt, tbajja tad-dem, jew qtar tat-tintura tal-medicina

In-nursing ta' qabel żgur li kien differenti minn dak tal-lum. Kien ikollok siegħat sħaħ allokati biex in-nurse kienet tagħmel it-tepid sponging f'każi ta' deni qawwi, medikaturi f'feriti kumplessi, preparamenti ta' dressings, kura ta' tfaġġ bil-polio, fissassjoni fuq it-twittija (bed making), u anke l-użu ta' fumenti, kataplismi, għajjar u s-sufa sħuna. In-nursing modern huwa aktar komputerrizzat, diġitalizzat, b'anqas ħin għall-bedside nursing imma aktar effettiv.

U xi ngħidu għar-ritwal 'tant importanti' tal-ward rounds arkajċi. Dawn kienu jkun xi ħaġa hekk: Stennija għall-professur għax illum imissu jirrawndja; silenzju perfett, radjijiet u televiżjonijiet mitfijja; il-bieb tas-sala magħluq; pazjenti bil-pigama, fuq jew ħdejn is-sodda u mhux pajzana jew jippassiġġaw; il-purtieri u l-iscreens miġbuda għall-'privatezza'; is-sala diġà maħsula pupilla; il-ward sister b'kappun daqshix illammat, bil-ktieb tad-dieta u l-ward round book f'idejha u l-karru tal-istejjer fuq ir-roti bil-lest; in-nurses u l-istudenti għadhom jaħslu l-big ward (kważi 45 pazjent); kontingent ta' xi erbgħa u ħames studenti tal-medicina kollha bl-overall bajda silġ, is-serp aħmar tal-Aesculapian fuq sidirhom u stetoskopju m'għonqhom; il-professur bil-għlekk pajzan u żarbun iżaqzaq daħal

is-sala waqt li l-entourage, kollha rġiel, jikkellmu minn taħt l-ilsien; il-profs (li illum għandu burdata tajba), waqt li jzomm apposta l-pala ta' jdejn 'il-marid' (b'xufftejn kaħlana), jsaqsi 'What are the examination findings of Cor Pulmonare?'; silenzju jippersisti, waqt li student brillanti jikkxef iż-żewġ għekiesi tal-pazjent, jgħafashom b'subajh u minn taħt l-ilsien iwieġbu 'oedema' (u mhux cyanosis) waqt li iehor, kważi biex jikkompetilu, jipponta lejn il-jugular u jgħid 'JVP!', il-profs jitbissem, idur lejn il-pazjent u jgħidlu 'Kont għidtlek biex taqta' s-sigaretti?'; il-kitla fuq in-nar fil-pantry, ippreparata mill-fattiga, għal bela' te f'kikkra mill-fini u pipata fl-uffiċju tiegħu għal wara l-ward round, għal dak li kien ikkunsidrat bħala l-'gran alla' bil-għatx. M'hemmx handrub, m'hemmx 'bare below the elbows'. Addio l-ingravata tat-tabib li tintmesaħ ma' ħwejjegħ il-pazjent. 'Hu n-nifs', 'Għid ninety nine' jew 'Ishol' jordna l-konsulent lill-marid waqt li l-ward sister tgħatti ħalq il-pazjent u ddawwarlu wiċċu n-naħa l-oħra (ma jmurx itir xi rieg fuq il-professur, Alla jista' kollox!). M'għandekx ċans li xi pazjent jitlob patella jew flixkun tal-awrina u jingħatalu waqt il-ward round. Maqsum kien u maqsum jibqa'. Mela ma tiddisturbax il-ward round!

Id-dinja nbidlet u l-opinjoni pubblika wkoll. Id-dinja inbidlet u nbidel in-nursing ukoll. Għalhekk l-istorja trid tiġi ikkunsidrata fil-kuntest tagħha, kuntest ta' kull era. B'hekk il-pubbliku jifhem sew ix-xogħol tan-nursing u kif dan inbidel maż-żmien.

## L-Istorja u d-Diversità tal-Prattici tagħna

L-istorja tan-nursing tipprovdi lin-nurses godda b'ammont ta' informazzjoni ta' fejn ivvjaġġaw in-nurses u l-varjeta ta' nies li huma ikkurawhom. Madsen (2008) jikteb li l-istorja tgħallim lill-istudenti tan-nursing apprezzament tax-xogħol tan-nursing fil-komunità. Imma tagħti aktar minn hekk. L-istorja tesplora x-xogħol umanitarju nazzjonali u internazzjonali min id l-infermier speċjalment meta jsiefru f'postijiet

fejn seħħew id-dizastri, bħal żoni ta' gwerra u kalamitajiet naturali. L-istorja tgħallimna dwar nurses tal-bidu tas-seklu għoxrin li ġew pajjżna u servew f'Għajn Tuffieħa u f'kull sptar ta' konvalescenza fl-eqfel tal-Gwerra l-Kbira.

Permezz tal-istorja se nkunu nafu minn ħa ħsieb il-morda fuq il-galeri u s-Sacra Infermeria u anke fuq dik il-qabla li tant xtrat tfaġġ fid-djar Maltin, kultant mingħajr il-preżenza tat-tabib. U xi ngħidu għal dawg in-nurses li ħadu sehem waqt il-hijack tal-EgyptAir tal-1985, b'riskju għal ħajjithom fejn saħansitra kien hemm anke azzarin ippuntat fuq waħda minnhom minn wieħed mill-hijackers. Kemm il-red alert ħadu sehem fihom nurses tal-Emerġenza u tal-ITU ta' Malta fil-hijacks tal-1981 u l-1983 u l-preparamenti li saru fis-Sick Bay tal-Ingliżi ta' Ħal Luqa, f'każ li jkun hemm passiġġieri feruti? Permezz tal-istorja se nkunu nafu dwar id-diversità tax-xogħol tagħna permezz ta' dawg l-infermiera-missjunarji li servew fl-Indja, fil-Makiungu Hospital tat-Tanzania u anke f' Thelemu ġewwa n-Niġerja.

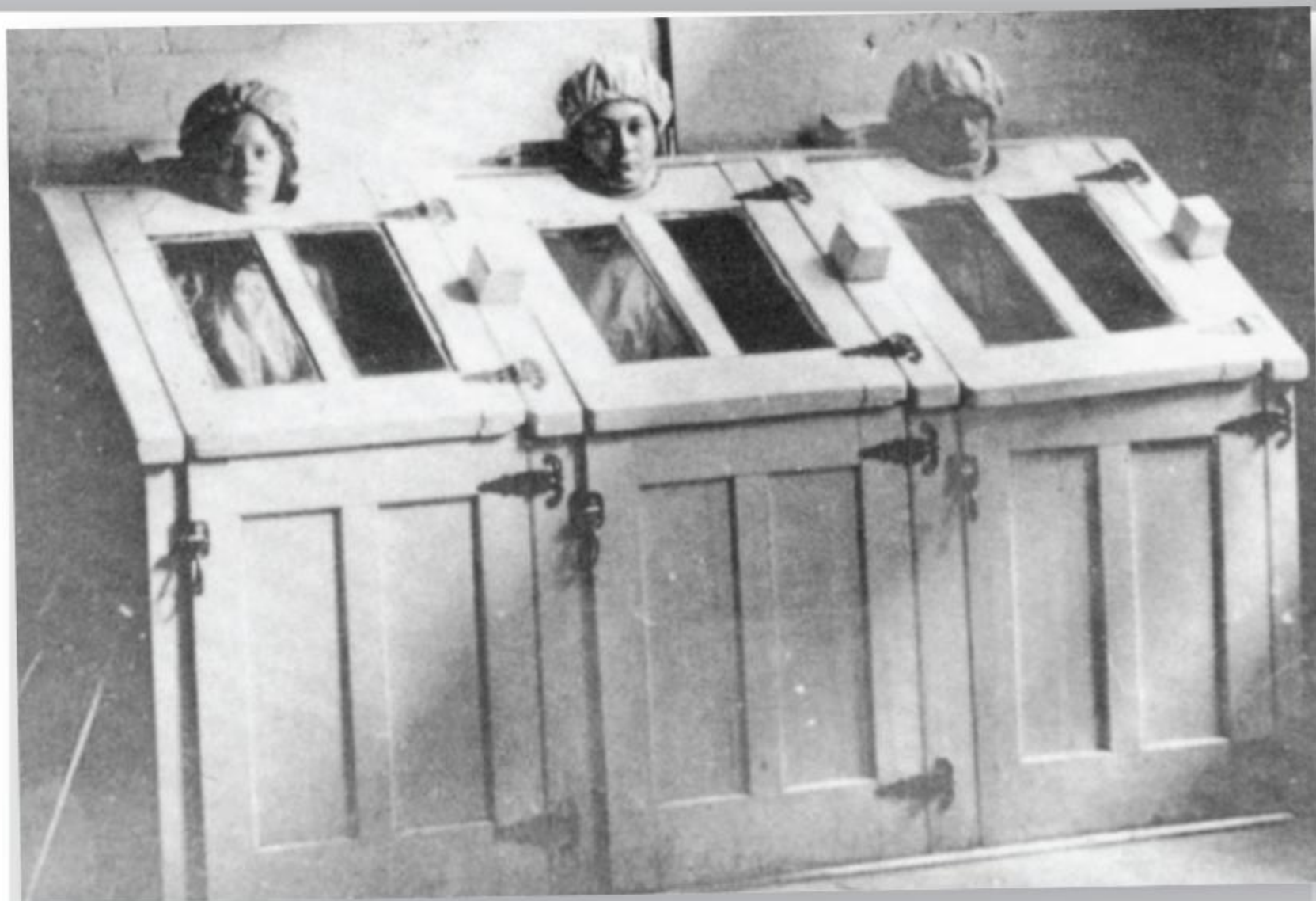
## Għeluq

Mela biex ngħalqu, f'kuntest storiku naqraw minn fejn origina n-nursing fl-A.D. 300, fi żmien l-Imperu Ruman li mbagħad evolva f'professjoni moderna



Lapida tal-irħam li tfakkat il-piena tal-mewt lil Felice Camilleri mal-ħajj tal-isptar ta' Lazarett f'Manoel Island (Ritratt, propjetà tal-awtur)

ikompli f'paġna 36



Il-pazjenti mentali fl-Ingilterra fl-1910 (ritratt, reddit.com)



Il-famuz ward round (Ritratt NLM Historical Collections)

### ikompli minn paġna 35

fl-Ewropa mifnija gwerer. Mill-era Biżantina fejn in-nursing beda jitharrek, fejn saħnsitra f'Kostantinopli nbnew 2 sptarijiet u ħadmu fih infermiera nisa u rġiel.

Mill-Medju Evu tal-Ewropa tal-10 u l-11-il seklu fejn l-infermiera kienu jagħmlu parti minn monasteri u organizzazzjonijiet reliġjużi mxejna għall-għeruq propju tan-nursing modern jiġifieri dak tat-18 u d-19-il seklu. Kien hawn fejn fil-Gran Brettanja u l-Amerika ta' Fuq espandew is-servizzi tas-saħħa tagħhom u ikkategorizzawh fi branki differenti tan-nursing. Minn hawn allura ħargu l-ispeċjalizzazzjonijiet tan-nursing per se.

Meta bdiet il-Gwerra tal-Krimea, in-nursing avvanza għal dak li illum insejhu professjonalizmu. Il-gwerra stess gabet avvanzi fit-trattament tal-infezzjonijiet, feriti tal-battalja, li kienu jirrikjedu

amputazzjonijiet u punti, u infermiera mmexxija minn Nightingale, fuq quddiem tal-front tal-gwerer.

L-istudji tal-istorja għalhekk jibdlu l-ħsieb kritiku tagħna b'mod olistiku fejn dak li hu empiriku jinbidel f'kuntest ta' estetika, personali u etiku. Dan il-proċess żviluppa f'tims interdixiplinarji u beda jintuża l-curriculum mapping biex tiġi artikolata ir-relevanza tat-tagħlim tal-istorja tan-nursing. Għalhekk l-integrazzjoni tal-istorja tan-nursing fil-kurrikulum tal-istudenti tkompli turi r-relevanza u l-bżonn siewi kemm tal-evidenza storika u anke tas-sensibilità storika li jwassluhom biex ikunu practitioners li verament jirriflettu. Anke min qed jikkunsidra jirriċerka l-unions tan-nurses u l-impatt tagħhom fuq il-professjoni tan-nursing se jsibu li l-istorja tan-nursing hija mhux biss relevanti għall-istudenti-infermiera imma wkoll għall-edukaturi tan-nurses, għall-fakultajiet, għall-akkademji, għall-kulleġġi u għall-universitajiet. Għalhekk relevanti. |



Anke dan ir-ritratt ġewwa l-Phoenicia huwa relevanti għall-istorja tan-nursing illum. Dan kien meta 97.6% mill-membri tal-MUMN (ir-raba' l-akbar union f'Malta) skartaw il-pakkett li offra l-Gvern għas-Sectoral Agreement tal-2023. 804 Nurse u Midwife kienu ltaqgħu taħt saqaf wieħed, l-akbar laqgħa li qatt saret għan-Nurses Maltin mill-1996 'il hawn minn meta kienu ltaqgħu Ħaż-Zabbar. Għalhekk ritratt storiku. (Ritratt, Times of Malta)

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## Nurse leaders agree global nursing crisis built on shortages, lack of investment and spiraling nurse migration

photo | [international.blogs.hopkinsmedicine.org](https://international.blogs.hopkinsmedicine.org)

Geneva, Switzerland, 20 March 2024: More than 100 nurse leaders from 40 countries have held in-depth face-to-face meetings with the International Council of Nurses (ICN) in Sweden and Rwanda, where they raised their concerns about the growing crisis in nursing, driven by shortages and lack of investment. They highlighted nurses' poor working conditions and the continuing harmful effects of international nurse recruitment which some National Nurses Associations in poorer countries equated with a form of "neo-colonialism".

President of the International Council of Nurses, Dr Pamela Cipriano, who attended ICN's 2024 International Workforce Forum (IWWF) in Stockholm, Sweden, earlier this month said:

"The nursing organizations we have consulted with have described an unsustainable situation where not only nurses are suffering, so are the patients and communities they serve. We need a massive increase in investment in nursing education, jobs and leadership, or it will be too late to ever make universal health coverage a reality. We know that nursing is the solution in so many cases, but without taking the necessary steps we will fail to reach Universal Health Coverage

and populations around the world will suffer."

'International nurse recruitment has spiralled out of control in recent years. Every government has a duty to protect its population, but by recruiting experienced nurses from poorer nations, wealthier ones are effectively outsourcing the costs of training, getting their registered nurses on the cheap, without any form of reimbursement. This behaviour is now having dire consequences in many countries where serious gaps are being seen in health care systems that are under a great deal of pressure. The World Health Organization has ethical recruitment guidelines: they must be followed rigorously – to do otherwise is unconscionable.'

ICN Chief Executive Officer Howard Catton recently returned from a week-long meeting of ICN's Organizational Development of National Nursing Associations (ODENNA) program in Kigali, Rwanda, where nurses told him the current nurse migration situation, where richer countries effectively outsource their nurse education to poorer countries, and then recruit the nurses, was 'like a new form of colonialism'. The situation is compounded by underfunding of nursing positions in poorer countries such that new nurses are unemployed or underemployed.

Mr Catton said, "The African nurse leaders said they were angry that high-income countries were using their

economic power to take the nursing workforce they needed from poorer, more fragile countries. These wealthier countries were effectively creating a new form of long-term dependency that hinders the development of health systems in the source countries.

This week, Mr Catton addressed the World Health Organization Intergovernmental Negotiating Body (INB), which is finalizing the new Pandemic Accord.

Mr Catton told the INB that the current draft of the Accord did not fully reflect the severity and impact of the pandemic on nurses and other health care workers (HCWs), nor how urgent it is to address the critical global shortage of HCWs and the closely related issue of nurse migration.

He said: "There is a great disparity in the distribution, production, and recruitment of HCWs, as evidenced by the current international nurse recruitment crisis and the disruption it is causing. This is a prime case of global inequity."

Mr Catton concluded that the Accord should replicate the wording of last October's United Nations political declaration at the High-Level Meeting on Universal Health Coverage, which highlighted significantly increased international recruitment driven by a small number of high-income countries and causing health harms and worsening health inequalities. |

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## EFN Policy Statement “Safe orientation process for newly graduated nurses”

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**Embarking on a career as a nurse in a new healthcare environment is both an exhilarating and challenging journey. The importance of a safe and effective introduction cannot be overstated, not only for the well-being of the incoming nurse but also for maintaining the high standards of patient care.**

A well-structured and safe introduction for newly graduated nurses sets the foundation for a fulfilling and successful career. By incorporating these recommendations, healthcare institutions can cultivate a supportive environment that prioritises the well-being of both the nursing staff and the patients they care for.

Therefore, the EFN calls on the European Institutions and Member States to develop and implement an Orientation Program for newly graduated nurses with following:

- Cover unit specific protocols and best practices and technical aspect. Use of digital sources such as e-learning and digital solutions.
- Ensure appropriate mentorship with support for the mentors from the management and leading staff.
- Simulated Training Environments: Creating simulated multidisciplinary training environments allows newly graduated nurses to familiarise themselves with the ward's layout, equipment, and emergency procedures in a risk-free setting. This hands-on experience can significantly enhance their preparedness.
- Regular Feedback Mechanisms: Instituting regular feedback mechanisms ensures continuous

improvement in the introduction process. Newly graduated nurses should have open channels for communication with mentors and supervisors to address concerns, seek clarification, and receive constructive feedback. Ensuring of structured evaluation of new graduated nurses by mentors, preceptors, leading staff and vice versa.

- Cultural Sensitivity Training: Recognising and appreciating the diverse cultural aspects of patient care is vital. Including cultural sensitivity training in the introduction process helps newly graduated nurses navigate the intricacies of providing people-centred care to a diverse population.
- Continuous Professional Development: Offering ongoing professional development opportunities ensures that nurses stay abreast of the latest advancements in healthcare. This not only enhances their skill set but also contributes to the overall excellence of patient care on the ward.
- Ensure that safe introduction becomes a natural part of the social dialogue - agreements on safe introduction can be integrated. Mental health support should

be available to help with difficult situations newly graduated nurses may face at the beginning of their carrier.

### Further readings:

Guideline on clinical nurse mentors' mentoring competence development

[https://www.qualment.eu/wp-content/uploads/2021/11/Guideline\\_QualMent\\_final\\_EN.pdf](https://www.qualment.eu/wp-content/uploads/2021/11/Guideline_QualMent_final_EN.pdf)

EFN Policy Statement on Nurses Mentorship (April 2021)

<https://efn.eu/wp-content/uploads/EFN-PS-on-Nurses-Mentorship.pdf>

Rudman, A. et al. (2024): Gaining acceptance, insight and ability to act: A process evaluation of a preventive stress intervention a part of a transition-to-practice programme for newly graduated nurses. *Journal of Advanced Nursing*, 2024;80:597-611

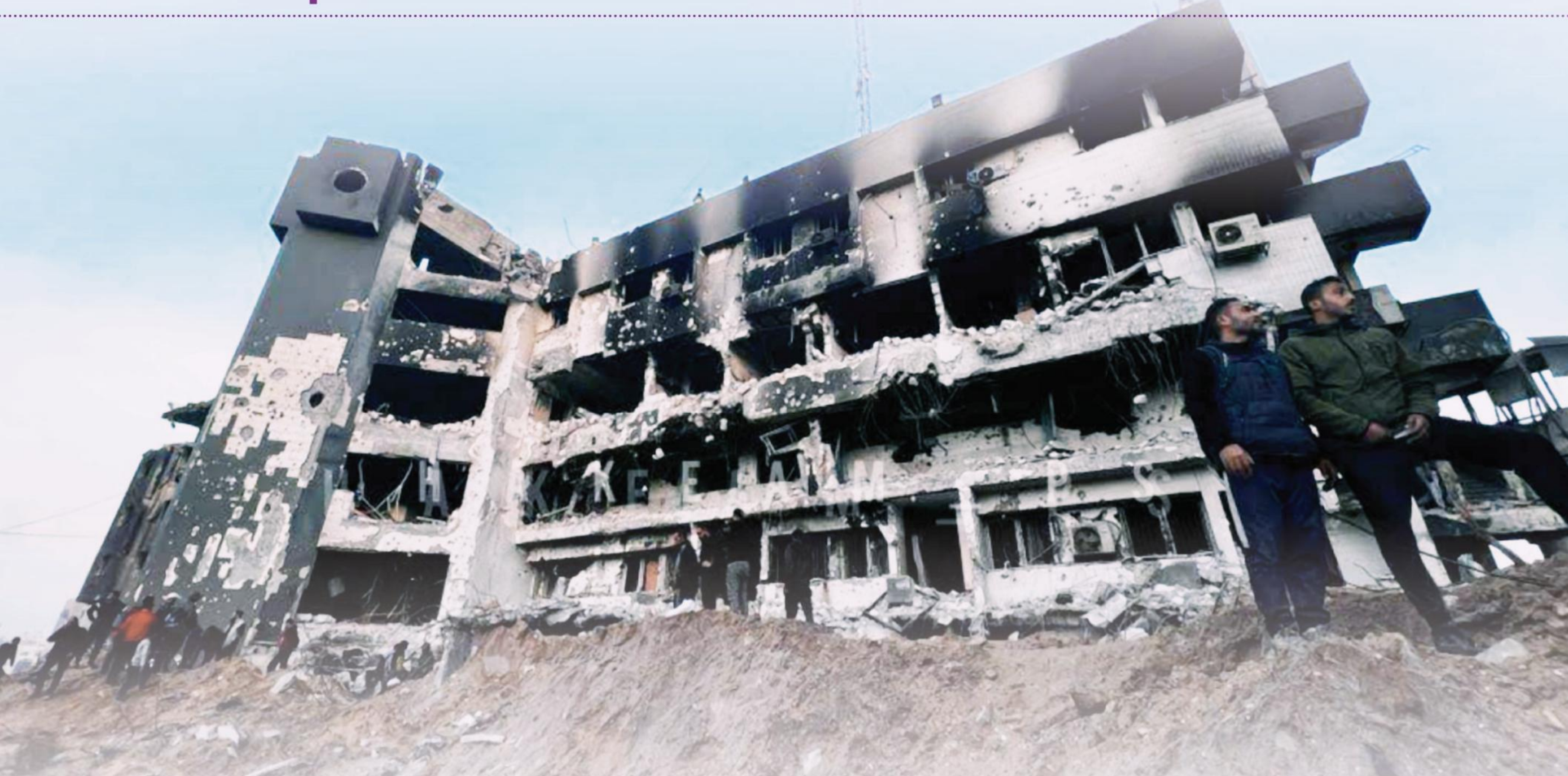
Palsson, Y. et al. (2022): A peer learning intervention in workplace introduction – managers and new graduates perspective. *BMC Nursing*, (2022)21:12

Berglund, M. et al. (2022): The best of both worlds – entering the nursing profession with support of a transition programme. *Scandinavian Journal of Caring Sciences*, 2022; 36:446-455

Please contact Dr Paul De Raeve, Secretary General of the European Federation of Nurses Associations, for more information. Email: [efn@efn.eu](mailto:efn@efn.eu) - Tel: +32 2 512 74 19 - Web: [www.efn.eu](http://www.efn.eu)

EFN Policy Statement on “Safe orientation process for newly graduated nurses” – April 2024

## The EFN calls for the protection of the nurses and all health professionals in Israel and Gaza conflict



Over the last weeks, attacks on healthcare institutions, in particular the Al-Shifa Medical complex, and frontline healthcare professionals was again a reality in the occupied Palestinian territory, killing and injuring health professionals, workers and patients, and damaging essential healthcare facilities.

Based on testimonies from the healthcare staff inside, the situation is as follows; 107 patients, most of them are severe cases that had been in the ICU, and 60 of the medical staff have been incarcerated in an old building in the hospital that does not have the capacity to host such number of patients nor the equipment's.

The situation as reported by many of the healthcare professionals, including nurses, is horrific and inhumane; no ventilation, cleaning conditions, water, nor minimum medication has been provided leading to septic wounds with white flies out of them.

Nurses mentioned that they ran out of gloves, so they started using plastic bags when changing on wounds which ran out as well. In addition, they reported the lack of elderly diapers, especially that 30 patients are bed ridden and use diapers and in intensive need of medical care and nursing, that

the limited number of staff is incapable of providing.

Furthermore, patients' companions are either executed, arrested or displaced to the south by the military which add another burden on the frontline staff.

Moreover, the military is starving the besieged patients and frontline staff with no food or drinkable water provided for days. The staff representative tried multiple times to convey their needs to the military leadership, however the response was violation and mistreatment.

In light of these horrific conditions, our already exhausted healthcare professionals and workers started showing symptoms of fatigue and allergy and if no solution is pursued as soon as possible, the place will turn into a graveyard of patients and healthcare professionals, if it is not already the case.

The EFN and its member National Nurses Associations from the EU and Europe are deeply concerned about this terrible situation. The EFN continues to condemn the conflict and these attacks on the healthcare facilities and is calling on all parties in this ongoing Israel and Gaza conflict for the protection and the respect of the work of nurses, and all health professionals, and to allow and ensure safe access of the population to healthcare.

Healthcare facilities must not be military targets, and the healthcare professionals must not be prevented from performing their professional duties. The EFN calls for the neutrality of healthcare institutions and healthcare professionals, and that the principle of human rights is supported and protected. The EFN calls on the European Union to provide humanitarian and medical assistance, particularly for rehabilitation.

Access to health is a human right and any attack on health professionals and patients they serve is totally unacceptable. |

## Recovering from acute diarrhea and vomiting

### What is acute gastroenteritis?

The sudden onset of diarrhea (the passage of three or more loose or liquid stools per day) with or without vomiting is usually due to acute gastroenteritis. Caused by viruses, bacteria or parasites, acute gastroenteritis manifests in an inflammation of the gastrointestinal tract affecting the lining of the stomach and small intestine. It causes diarrhea and may also cause symptoms such as vomiting, abdominal pain and fever. The symptoms normally lasts up to a week.

### Dehydration – the main risk of acute gastroenteritis

The main risk of acute gastroenteritis is dehydration. Dehydration means lack of fluids in the body and occurs when you lose more fluid than you take in. When you have diarrhea, the intestine cannot absorb water and salts in a proper way. Vomiting leads to additional loss of fluid.

#### Colonizes the entire gastrointestinal tract

- Oral cavity, stomach, small intestine and colon

#### Improves mucosal barrier function

- Tightens epithelial lining
- Increases villus cell migration and epithelial cell proliferation



#### Strengthens the microbiota

- Produces the antipathogenic substances reuterin, lactic and acetic acid
- Competes for adhesion sites and nutrients

#### Improves the immune response

- Activates CD4+ T-helper cells
- Produces virus-specific IgA
- Reduces inflammatory cytokines

### How to treat

Oral rehydration solution is regarded as the most important treatment for acute gastroenteritis. It provides a perfect balance of water, salts and sugar, which helps the body to better absorb the water.

### Faster recovery with L. reuteri Protectis in AGE

Probiotics are dietary supplements containing live bacteria. It has been shown that certain probiotics can help in faster recovery from diarrhea and vomiting.

A number of clinical trials have shown that L. reuteri Protectis both reduces the severity and the duration of diarrhea and vomiting. Supplementation of L. reuteri Protectis may lead to shortened duration of diarrhea by 19 to 32 hours.<sup>1</sup>

### Why L. reuteri Protectis is effective in the management of AGE

#### References:

1. Shornikova AV et al. Lactobacillus reuteri as a therapeutic agent in acute diarrhea in young children. J Pediatr Gastroenterol Nutr. 1997;24:399-404.

## Powerful solutions for faster recovery from AGE

### BioGaia Protectis ORS: Unique 3-in-1 combination

- 3-in-1 powder combination of L.reuteri Protectis oral rehydration solution and zinc
- 5.5 g powder to be dissolved in 250ml of water
- 1x10<sup>9</sup> CFU of L.reuteri Protectis per sachet
- Orange flavour. No additives
- 1.5mg of zinc per sachet



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