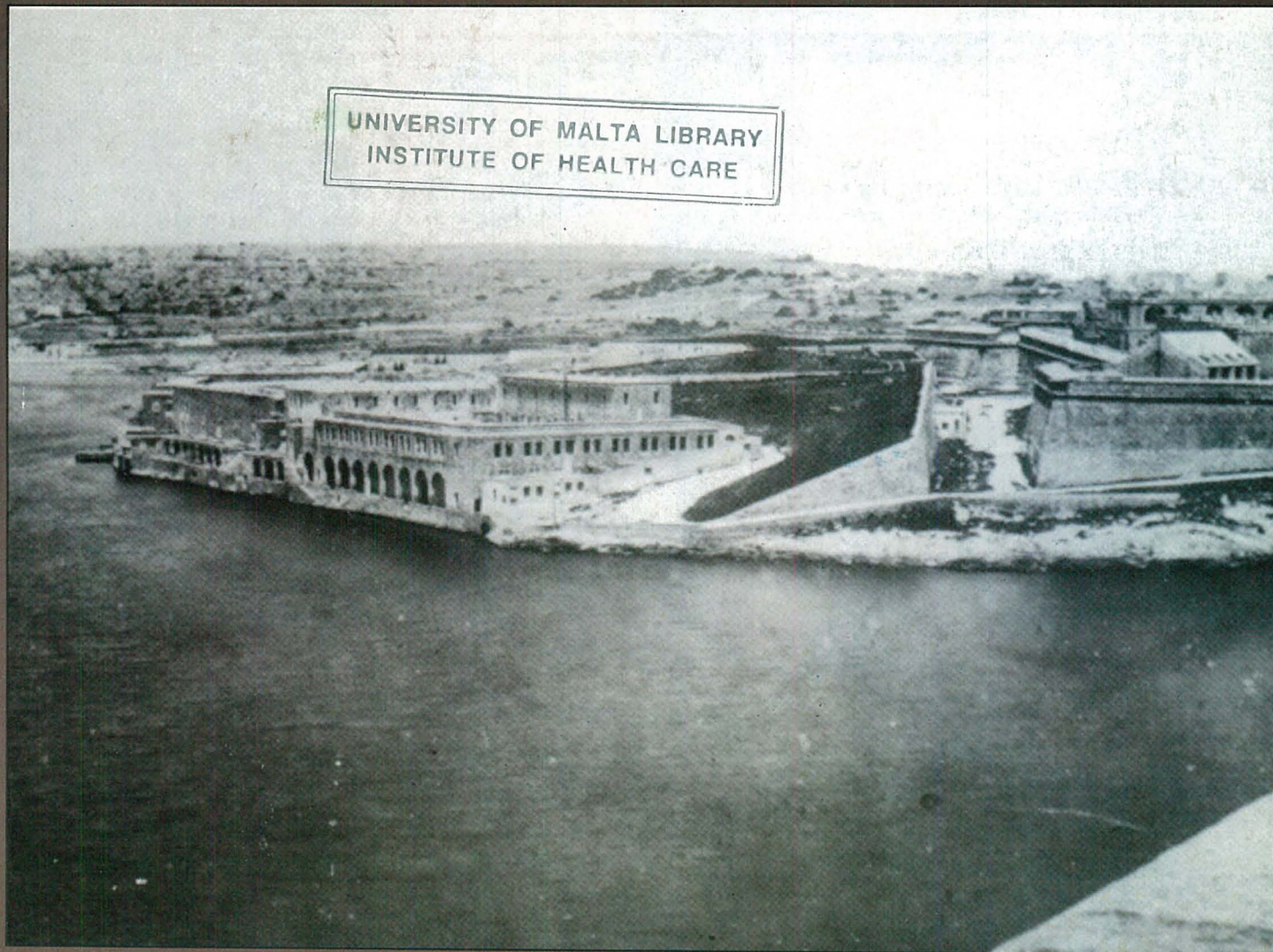


# IL-MUSBIEH

HARĠA Numru 2

Settembru 1997



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P.O. BOX 23  
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NOTA:  
IL-FEHMIET LI JIDHRU F'DAN IL-GURNAL MHUX NECESSARJAMENT  
LI JIARRIFLETTU L-FEHMA JEW IL-POLICY TAL-MUMN.

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**IL-QOXRA: L-Isptar LAZZARETT**  
**li kien jintuża għall-mard li jittiehed.**

# IL-MUSBIEH

**E**rgajna Itqajna, għat-tieni edizzjoni tal-Musbieh. Nimmaġinakom tistaqsu, "Imma kif marret l-ewwel edizzjoni?" Nassigurakom li t-twegiba hija mija fil-mija pożittiva, u li tikkuntenta lil kull min hadem bis-shih biex dan ix-xogħol jittella' w jirnexxi. Jiena w il-kumpliment tal-Bord Editorjali bqajna sorpriżi b'dan ir-riżultat.

Nibda biex ngħid li l-ewwel edizzjoni tal-Musbieh, tqassmet fid-djar tal-membri ta' l-MUMN, u f' postijiet Governattivi ohra, kif kien ġie miftiehem qabel ġiet finalizzata l-ewwel pubblikazzjoni. Għal dawk membri, qassamna sewwa sew viċin l-elf ġurnal! Hafna kienu dawk li ġentilment kitbulna u ferhulna għal dan il-proġett uniku fil-qasam tan-nursing, li s'issa rajna biss il-qafas tax-xogħol tieghu. Lil dawn il-hbieb tagħna f'isem il-Bord, niringrazzjahom.

Stennejt, li kien ser ikollna daqshekk rispons, għaliex l-ghan ta' ġurnal bhal dan huwa dak li jkun hemm komunikazzjoni aktar effettiva bejnietna l-midwives u n-nurses. Hafna huma dawk, li diġà ppakkjawna b'materjal siewi għall-paġni futuri tal-ġurnal, u dan ovvjament juri l-interess tagħkom, bhal ma wiehed kien jistenna.

Kif forsi indunajtu żdied anke n-numru ta' paġni: minn sittax il-paġna fl-ewwel edizzjoni, għal ghoxrin paġna f'din it-tieni edizzjoni. Tafu wkoll, li ahna m'ahniex xi għaqda ġurnalistika professjonali ... Izda b'danakollu ahna nurses ukoll li nixtiequ, permezz tal-MUMN, ninfurmaw, u nwasslulkom il-vuċi ta' l-istess union tagħna.

Għalhekk, il-Bord Editorjali, jispera li nkomplu nwertqu dan ix-xogħol, bl-ahjar mod possibbli, biex dejjem inkunu ta' servizz utili, għalikom!

GRAZZI.

*L-Editor.*

# messagg mill-President

Reġa' wasal iż-żmien biex nghidu kelmtejn propju fit-tieni harga tal-ġurnal tal-Union. Jiena ninsab ċert li l-ewwel harga kienet informattiva u mqassma tajjeb u nixtieq nifrah minn qalbi lill-Bord Editorjali ta' dan il-ġurnal. Ir-reazzjoni tal-membri rigward il-ġurnal kienet wahda pożittiva iżda xorta wahda nappella biex jekk hemm membri li jixtiequ jaghmlu kritika biex 'Il-Musbieh' ikun aktar tajjeb, jien persważ li l-Bord jilqa' s-suggerimenti kollha taghkom.

Fl-ewwel ġimgha ta' Lulju l-MUMN fakkret permezz ta' ġimgha ta' attivitajiet il-Konvenzjoni 149 tal-ILO li tittratta l-kundizzjonijiet tax-xoghol u l-hajja tan-Nursing Personnell. Punt li din il-Union qed issostni bil-qawwa huwa li n-Nurses u l-Midwives ikollhom postijiet diċenti fejn iqattgħu l-hin tal-mistrieħ tagħhom. Irridu nammettu li d-dining rooms tal-isptarijiet huma fi stat tal-biki. Ftit li xejn in-Nurses u l-Midwives jaghmlu użu minn dawn il-postijiet, iżda kontra dak li l-istess Konvenzjoni tissuggerixxi n-Nurses u l-Midwives iqattgħu l-hin tal-'break' tagħhom

fl-istess sala fejn jahdmu.

In-nuqqas ta' Nurses hija priorità li qed tagħti din il-Union u trid, li tiġi solvuta mill-aktar fis possibbli. Dan m'ghandux isir billi jingiebu Nurses minn barra b'kundizzjonijiet superjuri tal-Maltin, iżda billi l-ewwelnett jiġu rranġati bis-serjetà l-kundizzjonijiet tax-xoghol għall-Maltin biex b'hekk jattira żgħażaġh biex jibdedw karrera fin-Nursing.

L-MUMN illum diġà għandha żewġ ufficini, wiehed fl-Isptar Monte Carmeli u iehor fl-Isptar Ġenerali f'Għawdex. Jekk Alla jrid, dalwaqt nifthu ufficċju ċentrali tal-Union il-Fgura. Dawn l-ufficini huma ghalikom biex taghmlu użu minnhom. Fejn għandkom xi lment nitlobkom biex tfittxu lir-rappreżentanti tal-Union tal-post fejn taħdmu, li jien żgur faċli issibu.

Ahna qegħdin hawn għas-servizz taghkom u biex inharsu l-interessi taghkom.

Rudolph Cini



L-MUMN tirringrazzja lil dawk kollha li ppartecipaw fl-ghazla tal-logo għal din il-Union, iżda b'dispijacer tinnota li l-ebda logo ma kien jilhaq il-livell mixtieq minn din l-Union. Għaldaqstant ma ntgħazel l-ebda logo mit-fuq, iżda żgur li l-quddiem terga tohrog talba oħra. Sadanittant ser jibqa jintuza l-logo Prezenti.

# HIV AIDS EDUCATION



*Sina Bugeja MSc (Wales)*

**W**ith an estimation of 28 million people living with HIV and an average of 8,500 new infection daily, AIDS education becomes a matter of urgency (WHO, 1996). Surely we are all aware that this crisis is definitely not over. New advancement in treatment have been announced both in last year's Vancouver conference and in the scientific literature. But were these trials the answer to the many millions mentioned earlier? The much awaited-for solution in the form of a vaccine seems to be eluding scientists! What are we left with? Possibly we are in exactly the same situation we were years ago. Prevention is the name of the game prevention through education.

AIDS prevention education should include the positive message of hope and individual choice to avoid transmission (through personal choice) together with the true facts about the global pandemic. It is not who you are, but what you do that leads to HIV/AIDS. The scientific facts behind the risk associated with casual sexual contacts and the sharing of syringes and other drug taking paraphernalia are highlighted as problematic. Although the information given must be scientifically based, one must not forget that the language used will be the tool that takes the message across. Fear tactics do not work. This fact has been researched intensively and the results have been consistent. Emphasising the myths around certain 'groups' is known to be counterproductive, it is a behavioural problem and not

one of identity! One does not get the HIV because one is gay but because casual sexual contacts are definitely risky behaviour. One's sexual orientation does not figure at all. Unfortunately such misconceptions are still rife around us and are diluting the actual message possibly resulting in harm.

### **Why is AIDS education important?**

The first reason is obvious; there is no medical cure. Some scientists still feel that there may never be a real 'cure'! Society's aim must be prevention of the further spread of HIV. There are still no preventive vaccines and despite medical advances there still is no complete therapy. Advancement in treatment must be acknowledged and appreciated but because of the HIV's ability to mutate, there is not enough information about the long-term effects of these experimental medicines.

However, the most salient point is the fact that medicines remain expensive and beyond the reach of most people.

Persuasive information necessary to change

risky behaviours is the only way we have to stop the spread of HIV/AIDS in the foreseeable future. People deserve the right to protect themselves from harm. A healthy future should be a basic human right. No one should be denied the chance to hear about it. AIDS prevention must be the goal of every nation.

The AIDS pandemic is a social problem besides being a medical one. History shows the danger of epidemics to social order! A society severely impacted by AIDS is a weakened society in more than one sense. Prevention is less costly

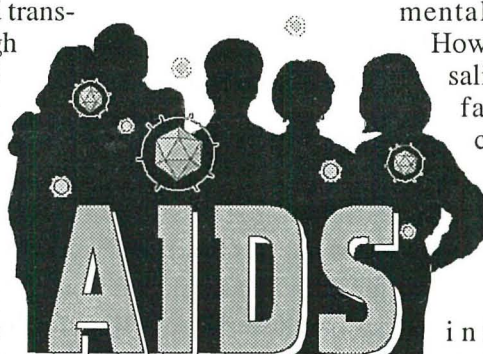
than cure and education save lives.

Sex is a fact of life and humans choose to have sex. Although it is seen as a private act, its consequences can be a public problem. These includes not only HIV but unplanned/unwanted pregnancies, child abuse, sexually transmitted diseases etc. Discussions on sex and sexuality need to be part of the public forum; principally to raise awareness and increase knowledge.

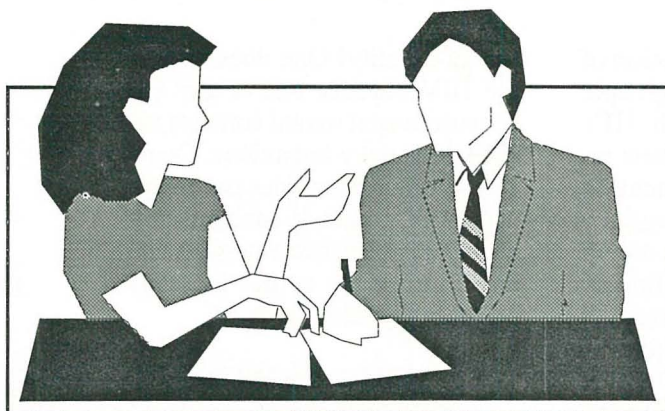
### **Can AIDS education succeed?**

According to results published, increase in knowledge and changes in attitudes have been recorded. Direct links between increased knowledge and reduced unsafe practices have been established. Many report fewer sexual partners, more abstinence, less high risk behaviour and more people use condoms than ever before.

If education does not work, then there are no tools to date that can stop or at least slow its spread! Scare tactics never succeed in the long-term and are seriously questioned even for their short-term effects. Fear is no positive motivator and medical solutions are very costly, highly experimental, not widely available and possibly no solution at all to many. HIV will eventually burn itself out (as a pandemic) if fewer people are infected and do not pass it on to others. Educational efforts should promote knowledge and choice - the choice to live an AIDS free life.



# THE MALTA CONFERENCE



## 2nd European Region Conference of the Commonwealth Nurses Federation.

You are invited to attend the first Nursing Conference to be held in Malta, next March 1998, which is open to all nurses in Malta and Gozo.

The Commonwealth Nurses Federation, has chosen Malta as the (CNF) venue for the second European Region Conference. Malta, Cyprus and the United Kingdom, are from the European Region within the CNF. The first Conference was held in Cyprus, in November 1996. A group of 15 Maltese nurses, from all sectors, attended this conference which was found to be very interesting, and it also enabled them to meet and discuss, with other nurses from diverse countries, exchanged views and experiences.

The Malta Conference, will be held between Friday 27th and Sunday 29th March 1998 at the five star Hotel San Gorg Corinthia, St. George's Bay, St. Julians. Many distinguished speakers in Nursing, from the International Council of Nurses (Geneva), the Royal College of Nurses (UK), Nurses Association of Cyprus and others have been invited to attend the Conference. They will share with us new trends in nursing in Europe and elsewhere. Besides, there will be documents read on various contents, that one can choose from, to follow the symposia and skills, and workshops will enable you to participate and discuss your views with other nurses having identical interests to yours. Posters will be prepared and display projects carried out by nurses, in their specialised field of work. In other words, you are being offered a unique opportunity in updating

yourself and to learn about your professional practice locally, without having to travel abroad at a much more greater expense.

This is your chance to make contacts and meet other nurses who have identical nursing interests to yours, and to give and take from the professional experience. A certificate of attendance will be given to you at the end of the Conference. Your attendance will make the Malta Conference a success.

The Conference fee is 99 pounds Sterling, if you apply to the Royal College of Nurses by the 15th September 1997. Late applicants will then pay 150 pounds Sterling. Payments can be settled, either by a Bank draft at your local Bank, or by VISA or MasterCard. Fill in the application form NOW, and send it directly with a full payment to; Finance Department, Royal College of Nursing, 20 Cavendish Square, London W1M 0AB UK

Do not lose this chance! ! Book for the Malta Nursing Conference now!! You will not regret it!

Best Regards to all,

*Mary Borg*

President c/o  
Nurses Association  
of Malta.



# IL-KUNTATT

• Biex tisma' x'inhuma n-nuqqasijiet fuq il-post tax-xoghol f'kull qasam tas-sahha, ma tistax ma tikkonsultax man-nurses. Kull min jahdem go sala, jaf kemm jinjalghu bzonnijiet ta' tiswija ... hgieg imkisser, toilet seat imqacat, bibien ma jaghlqux sewwa, ecc. Alla biss jaf kemm iridu jinkitbu karti u barra minhekk, in-nurse in charge irid jara li dawn il-karti jibghathom fejn ghandhom imorru. Min jimla dawn il-karti? Min huwa dak responsabbli li ghandu jitlaq kollox minn idejh, u jfittex jimliehom?

In-nurse huwa responsabbli wkoll ghal dan kollu.

• Hafna huma dawk in-nurses li qed jistaqsu x'sar minn dik il-famuza 1/2 Day tal-Karnival. Hemm risposta ghal din?

• Minn kmieni filghodu, il-maggoranza tas-swali, jkunu diga' bdew jimtlew minn nies, min ghal xi haga u min ghal ohra. In-nurses fis-swali, jkunu bdew ix-xoghol ta' rutina li jinvolvi hasil ta' pazjenti. Il-Musbieh jistaqsi lil min hu koncernat, jekk hux possibbli, li ma' zewgt iswali ghandux ikun hemm Security officer barra l-bieb? Xoghlu dan, jara biss li ma jsirx abbuż minn dawk li jzuru s-swali fil-kumdita' taghhom, barra l-hin.

• Hafna nurses jilmentaw fuq l-ikel li jigi mqassam lilhom mill-Quarters ta' fejn huma jahdmu. Jehtieg li dan jitranga u li jibda jigi mahsub b'serjeta. L-MUMN, diga' hejjiet laqghat biex jintlaq ftehim siewi. In-nurse ghandu jkun stmat, u mhux ta' bil-fors ikollu jmur jixtri x'jiekol minn bnadi ohra!

• Hafna drabi certi swali, jigu kkritikati ghall-hmieg. B'kull dritt! Pero' ghala rapporti bhal dawn dejjem jigu ndirizzati lejn dawk li xogholhom huwa dak biss, li jiehdusiebs il-pazjent? Il-Musbieh jistaqsi, ghandu nurse in charge ta' sala, jibqa' responsabbli ghall-

fattigi? Tahseb li wasal iz-zmien li jigu appuntati nies apposta, li xogholhom ikun biss li jizguraw li jitqassam ix-xoghol sewwa, fejn tidhol indafa?

• Il-Musbieh jixtieq jigbed l-attenzjoni lil dawk koncernati ghat-taghbija li ssir mill-lifts ta' l-isptar San Luqa. Hafna drabi jinstama tgergir, minhabba li hafna drabi jingarru karrijiet fl-istess lifts li juzaw in-nies li jzuru l-isptar, kif ukoll mill-istess pazjenti ... Ghandu jintuza lift ghal dan ix-xoghol biss?

• Prosit lill-MUMN u l-Ministru tas-Sahha, ghall-ftehim milhuq rigward il-Flexi Roster tal-Gynae Ward.

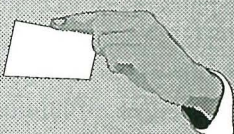
• Fl-ewwel harga lmentajna fuq id-dmija li ma baqghux jingabru mis-swali, minn runners ghall-laboratorji. Dan ghednieh biex ninfurmaw lil dawk koncernati. Sal-lum dan is-servizz ghadu wieqaf.

• Hafna kienu dawk li fahhru l-azzjoni li hadu s-Segretarju Ġenerali u, c-Chairman tas-sub committee tal-MUMN (SLH), ghal dawk ir-rounds li ghamlu mas-swali jisimghu l-ilmenti li kellhom x'iressqu n-nurses. Dawn anke inkitbu fuq Comment Sheets!



**DAWK KOLLHA LI GHANDHOM XI  
MATERJAL GHAL DIN IL-PAGNA,  
GHANDHOM JIBGHATUH F' P.O.  
BOX 23, LUQA, MALTA.**

**HUWA MPORTANTI LI DAN  
GHANDU JKUN**

- MIKTUB ĊAR 
- BL-ISEM U L-KUNJOM
- IFFIRMAT

# INFECTION CONTROL



*Mr. Paul Pace  
Infection Control Nurse*

## **The Pathogen**

**Methicillin Resistant Staphylococcus Aureus** (M.R.S.A) is the term applied to isolates of Staphylococcus aureus which are highly resistant to methicillin-thereby implying resistance to Cloxacillin and flucloxacillin or in combination with other antibiotics ( such as Tetracycline, Erythromycin, etc.). Staph. aureus is tested (in vitro) in the laboratory by the drug Methicillin which is broad spectrum antibiotic. Some laboratories (especially those in America) use oxacillin as the drug to test Staph. aureus therefore on certain literatures M.R.S.A can also be referred to O.R.S.A (Oxacillin-Resistant Staphylococcus aureus) (Dr. Hosein I.K., Shively R., Maclowery J.D., 1992).

The factors contributing to this bacterial resistance in hospitals are:

1. Due to changes in infecting micro-organisms to some that are inherently more resistant
2. Greater number of patients with impaired host defences
3. Due to advances in medical therapy and technology
4. New procedures and instruments which may enhance the survival of micro-organisms
5. Extensive use of antibiotics and the inappropriate use of second-line agents when firstline agents are available (Bosso 1989).

## **Morphology**

Staphylococcus aureus belongs to the genus Staphylococcus. It is Gram-positive coccus and about 1µm in diameter. They are non-sporing, non-motile and non-capsulated (Shanson 1990). These cocci occur singly, in pairs, in short chains but have a tendency to form clusters because cell division occurring in the perpendicular plane does not lead to full separation of daughter cells. When cultured on an agar plate it has a golden hue hence the name aureus. They are mostly aerobes (able to grow with oxygen present) although some strains can be facultative anaerobes i.e. they can grow with and without oxygen (Gwendolyn R.W. Burton 1992).

## **Pathogenesis**

Staphylococcus aureus is found in many body sites, mostly in the nostrils (30%), on the skin (5%) and hair (5%) of healthy people. It is an opportunistic pathogen causing infection most commonly at sites of lowered host resistance (Duguid J.P., Makie, McCartney 1980). Staphylococcus aureus can be separated from the Staphylococci since it coagulase positive, and therefore it is considered to be a much more invasive pathogen possessing virulent factors. These virulent factors include toxins which are capable of killing phagocytes, causing vomiting or serious conditions such as toxic shock syndrome (Worsely M., Meers P., Sedgwick J. 1995). When Staph. aureus penetrates the dermis through a hair follicle, sweat gland or an abrasion it can cause various infections such as boils or abscess depending on the site infected and the ability of the patient to respond to the invasion. Patients suffering from Diabetes Mellitus have an impaired natural body resistance and therefore they are more susceptible to infection (Benenson 1990).

## **Mode of Transmission**

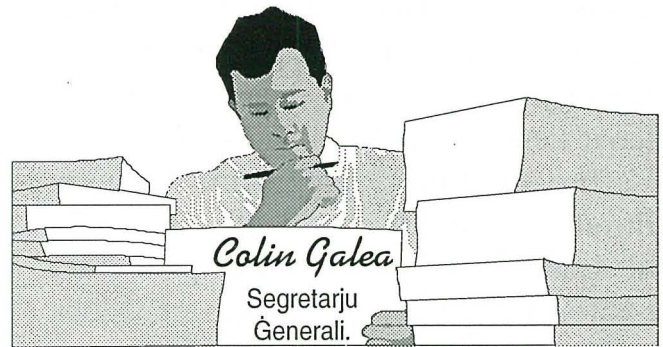
Staph. aureus is spread mostly by direct contact. The transmission of M.R.S.A can be either exogenous or endogenous. Since 30% of the general population carry coagulase-positive Staphylococci, auto infection (endogenous) is at least responsible for one third of the infections (Benenson 1990). Transmission by contact (exogenous) occurs when Staph. aureus or active infectious material (such as drainage secretions) is transmitted to another patient through direct contact with an infected patient or with a health carrier carrying a virulent pathogen (Shanson 1992). The epidemiology of M.R.S.A infections, is poorly understood and their control is not easy. Strict isolation procedures are often adopted in hospitals in an attempt to prevent transmissions of M.R.S.A. Success usually depends on the compliance of Hospital staff to the Infection Control procedures.



# MIS-SEGRETARJU GENERALI

**B**is-sahha ta' din il-Union, dan se jkun l-ahhar sajf li n-Nurses u l-Midwives se jkunu t-'torturati' ghaliex qeghdin fl-ahhar fazi ta' taħdidiet biex tiġi ordnata l-Uniformi l-ġdida u b'hekk fis-sajf li ġej se jkollna fuqna l-Uniformi hafifa li tixraq għall-klima tagħna. Barra li l-Uniformi se tkun hafifa, se jispicċaw dawk il-kuluri. L-Uniformi ta' l-Istaff Nurses u l-Enrolled Nurses se tkun bajda u se jkunu jintgħarfu bil-kulur tal-piping. Il-Kulur tal-Piping se jkun kulur l-Uniformi li għandna issa. Id-Deputy Nursing Officers se jkollhom tunic Royal Blue bil-piping u qalziet abjad filwaqt li n-Nursing Officers se jkollhom tunic Hospital Blue bil-piping u l-qalziet abjad. Il-Midwives se jibqgħu jzommu l-istess kulur u għalhekk se jinbidel id-drapp. Kulhadd se jkollu cardigan twil daqs it-tunic u dawk in-Nurses li parti minn xogħolhom ikun barra t-triq se jkollhom gakketta ukoll. In-Nurses li jahdmu fil-Health Centres se jkollhom Uniformi differenti. Min ikun irid jistaqsi fuq l-Uniformi jew inkella jissuggerixxi għandu jagħmel dan ma' xi hadd ta' l-Eżekuttiv.

Wara li għal dawn l-ahhar ġimghat għamilna pressjoni kontinwa fuq id-Dipartiment, fl-ahhar bdejna niċċaqilqu. L-interviews għall-Conversion Course bdew. Applikaw 400 għall-kors u dawn kollha iridu jagħmlu l-interview skond il-kunjom. L-ewwel grupp se jibda f'Ottubru u se jkun hemm fih 25 ruħ. Bejn l-ewwel grupp u t-tieni se jgħaddu erba' xhur biex tkun tista' ssir evalwazzjoni halli ċertu żbalji ma jirrepetux ruħhom, però bejn it-tieni u ta' wara mhux se nittolleraw dewmien żejjed. L-MUMN ma taqbilx ma' hafna affarijiet fuq dan il-kors. Din il-



Union ma kenitx tiffirma parti mill-ippjanar ta' dan il-kors peress li dak iż-żmien l-anqas biss kienet teżisti. Kieku riedna stajna nżommu kolloxx però konna ntawlu kolloxx b'sentejn li fil-maġġoranza kbira ta' l-Enrolled Nurses żgur li ma tridx li dan isir. Però issa din il-Union qieghda hawn u se toqghod b' seba' għajnejn fuq dan il-kors. Min ikun irid jistaqsi għandu jikkuntattja lil xi membru ta' l-Eżekuttiv.

Il-missjoni ta' din il-Union m'hijiex biss dik li thares id-drittijiet tal-membri tagħha iżda wkoll li tghallem u torganizza attivitajiet soċjo-kulturali u edukattivi. Għalhekk l-MUMN hija Union professjonali. Din il-Union għamlet ġimgha ta' attivitajiet biex fakkret l-20 Anniversarju ta' l-adozzjoni mill-L.L.O. tal-Konvenzjoni Nru.149 u Rakkomandazzjoni Nru. 157 li jittrattaw l-Impjieġ, il-Kundizzjoni tax-Xogħol u l-Hajja ta' l-Infermiera. Hafna Infermiera l-anqas biss kienu jafu li teżisti Konvenzjoni fuqhom stess u ma ttihomx tort ghaliex li ma kenitx din il-Union ma kien isir xejn.

Wara li fil-maġġoranza assoluta tagħhom il-membri dahlu bi hġarhom f'din il-Union, l-Eżekuttiv hass li kellu d-dover u d-dritt li jitlob 'Sole Recognition'. Dan ikun ifisser li issa l-Infermiera se jkollhom il-Union tagħhom. Din hija l-holma li hafna Infermiera hasbu li ma tista' ssir qatt. Ma

semmejtx il-Midwives ghaliex din il-Union digà tgawdi s-Sole Recognition tal-Midwives. Però biex inkunu sinċieri rridu nġhidu li billi tlabna Sole Recognition' zammejna xi ftit milli jibdwew it-tahdidiet fuq it-tieni fażi tar-Riforma. Jekk naraw li l-affari tas-Sole Recognition se tiehu fit-tul aktar milli hsibna ikollna l-obbligu li nissospendu t-talba taghna ghal wara r-Riforma. Ahna ma rridux li minhabba l-Union, tinzamm fit-tul ir-Riforma. Toqgħodux tinkwetaw u serrhu mohħkom għax l-Eżekuttiv jaf sew x'inhu jagħmel.

Ftahna t-Tieni Uffiċċju tal-Union. Din ix-xorti messet l-Isptar Ġenerali t'Għawdex. Dawn l-uffiċċji huma mportanti ghaliex bihom l-Union tkun viċin aktar il-membri taghha.

## Rappreżentazzjonijiet u Laqgħat

### FL-ISPTAR SAN LUQA:

- Ktibna lill-Aġent Direttur Ġenerali u hrigħna wkoll Stqarrija għall-Istampa u x-Xandir rigward it-trasport lura ta' Nurses u Midwives Ghawdxin. Fl-ahhar t'Awissu se jkollna laqgħa ma' l-Onor. Ministru u se niddiskutu miegħu din il-problema wkoll.

- Ktibna lill-Aġent Direttur Ġenerali fuq il-problemi li ilhom jeżistu fil-Gynae Ward u kulhadd jitfagħhom taht it-tapit. Din l-Union qed titlob li jkun hemm parti mill-istaff li jkollu Flexy Roster biex b'hekk in-nuqqas ta' staff jittaffa u dawn in-Nurses flok jirriżenjaw ikunu jistgħu jagħtu servizz fil-hinijiet li jkun hemm bżonn u li jkunu jistgħu minhabba problemi ta' tfal. Mal-Ministru se niddiskutu wkoll din il-problema.

- Il-Union harġet diversi direttivi lin-Nurses li jadmu fl-Operating Theatre ta' Karen Gerch. Ma jistax ikun li għax hawn

tqassim hażin ta' supporting staff in-Nurse jibqa' jagħmel kollox jew inkella ma jissupplixxulux hwejjeġ prottettiv u jippretendu li nahdmu xorta. Dak iż-żmien spiċċa.

- Ikkonkludejna negozjati b'suċċess mal-Medical Stores rigward problemi pendenti ta' stock. Permezz ta' dan il-ftehim l-ebda Nursing Officer m'għandu għalfejn jabbanduna s-sala biex imur jiġbor xi stock mill-Medical Stores.

- Kellna laqgħa mas-Supretendent dwar l-ikel, l-ambjent u faċilitajiet fl-istaff quarters. Dr. E. Rapa għaraf l-ilmenti taghna u wegħdna li se jinvestiga. Se jgħarrafna bil-pjanijiet tiegħu.

- Kellna laqgħa ohra mas-Sur Meruzzi, Chief Security Officer, fejn tlabna li kull Nurse jew Midwife ikollha identification label li tkun titwahħhal mal-windscreen biex is-Security guards li issa qed ikunu dejjem differenti ma jhallux relatives jidhlu bil-lejl bil-konsegwenza li l-istaff ma jsibx fejn jipparkja. Is-Sur Meruzzi qabel mal-proposta.

- Kellna laqgħa mad-Direttur taghna, Ms. Farrugia fejn tlabnieha żieda fil-Vacation Leave tan-Nights Duty, żieda fiċ-Change of Duties, leave li jitkisser Time-Off-in-Lieu, Vacation Leave C tkun tista' titiehed fin-nofs ta' nhar ta' filgħodu. Tlabna sistema tal-IVI's biex tkun top up system speċjalment fis-Surgical Wards.

*ikompli fpaġna 12*





MINN  
HEMM  
U  
MINN  
HAWN

Vincent Ciappara (tielet mix-xellug) , membru rtirat ta' MUMN jiġi mogħti rigal ta' tifikira waqt iklja organizzata f'għeluq ġimgha ta' attivitajiet li jfakkru l-Konvenzjoni 149 ta' I-ILO



Uhud mill-membri ta' l-Eżekuttiv tal-MUMN, waqt il-Preżentazzjoni tal-Memorandum lill-Ministru għas-Saħħa Dr. M. Farrugia, fl-Lulju 1997.

*ikompli minn paġna 10*

Tlabna wkoll biex jerġgħu jibdedw ir-runners li kienu jiġbru d-demm mis-swali.

- Kellna laqgħa mas-Sur F. Calleja, DNM, dwar talbiet mill-Scrub Nurses li jahdmu fil-MOT.

- Kien hemm laqgħa mas-Sur E. Bezzina, DNM, dwar problemi li jiltaqgħu magħhom in-Nurses fis-Surgical Wards. Din saret wara li l-Union sejhet laqgħa man-Nurses tas-Surgical li kienu rappreżentati minn Nurse f'kull sala. Dawn il-problemi ilhom hemm is-snin però din il-Union bdiet issolvi xi whud minnhom.

- Kellna laqgħa mas-Sur Messina biex kull clinic fl-OutPatients' Department tibda jew tbiddel il-lizar wara kull pazjenta jew inkella jiġi ntrodott għal kulhadd id-disposable towels. Is-Sur Messina-qabel li għandu jsir xi haġa f'dan ir-rigward.

## HEALTH CENTRES

Din il-Union sejhet laqgħa għan-Nurses li jahdmu għewwa l-Health Centres. Wara li smajna l-problemi u s-suggerimenti tkellimna mas-Sur C. Vella, MNS, u miegħu ddiskutejna l-problemi li se jibdedw jiġu trattati minnufih.

## INSTITUTE OF HEALTH CARE

Kellna laqgħa mal-membri tal-Union li jahdmu għewwa l-Institute u magħhom iddiskutejna l-problemi li għandhom. Diġa' ttiehdu l-passi fuq dan ir-rigward.

## SPTAR SIR PAUL BOFFA

Kellna laqgħa mas-Sur F. Ripard, MNS, rigward il-problema ta' l-Overtime f'dan l-isptar. Din il-problema se tiġi solvuta dalwaqt hekk kif wasal biex itemm

ix-xogħol tiegħu l-Working Group li kien inkarigat fuq l-Overtime.

## SPTAR ZAMMIT CLAPP

F'dan l-Isptar din il-Union għandha s-Sole Recognition u għalhekk għamilna laqgħa mal-membri biex nisimgħu x'jixtiequ li jkun inkluz fih il-ftehim kollettiv li se nitolbu dalwaqt lil Management ta' dan l-Isptar.

## RESIDENZA

### SAN VINCENT DE PAULE

Permezz tač-Chairman tas-Sotto Kunitat f'dan l-Isptar, is-Sur George Mallia, din il-Union qegħda nvoluta f'Kunitat li se jiehu hsieb il-Harsien tas-Sahha.

## ROYAL COLLEGE OF NURSING (RCN)

Din il-Union bdiet tagħmel l-ewwel kùntatti ma' barra. Dan għamlitu permezz ta' laqgħa li kellha ma' Ms. Betty Kershaw, Presidenta ta' l-RCN u Mr. Trevor Peel, Conference Director ta' l-RCN. F'din il-laqgħa qsamna l-idejat u filwaqt li huma xtaqu jkunu jafu aktar fuq il-Union ahna tlabna l-istess informazzjoni fuq l-RCN. Huma heġġewna biex inkunu 'body' wiehed man-Nurses Association. Weghduna hafna dokumenti u fil-fatt diġa' rċevjenhom. Se jkollna laqgħa ohra magħhom f'Ottubru.

Kif qed taraw din il-Union mhux qegħda b'idejha fuq zaqqha. It-triq xorta għadha twila però mexjin u l-pedamenti huma sodi. Mirakli f'daqqa ma jsirux iżda jekk kulhadd jagħti daqqa t'id il-piż jehfief u r-rizultat ikun ahjar. Ftakru li ahna tagħna f'tagħna u kull ma nagħmlu se ngawduh ilkoll. Grazi.

# TEAMWORK



Mario Cassar

A few days ago, I spoke to a friend of mine regarding this fascinating topic, where I promptly decided to write few lines about this subject. I thought about this abstract heading, and I also looked it up in the dictionary. This is what I got for the word Teamwork; A group of people working together, co-operatively as one unit. The whole meaning reminded me of a football squad, where all players assist one another, following instructions from their coach. The task of a teamwork is not an easy one, but when the whole team realises the importance of the system, success is guaranteed.

Let us apply this system to our Hospitals, where we spend most of our time working. Our aim, as nurses, is to assist, to care, and to give our best throughout the patients stay. As we already know, this is not an easy task, but if we do comprehend, the great importance of us, working together, our daily duties will surely run better. This goes to all Consultants, Doctors, Managers, Nursing staff, all Para-medical staff, Health Assistants, Auxiliaries and Securities. Again, once teamwork is present for all categories, the staff explores comfort ... and the patient is happy.

Communication, is the code for teamwork. This is my opinion and my own belief. Is communication so difficult to be grasped? What hits my imagination is, a football team ignoring all instructions given by their coach before a football match, resulting in all players playing individually. Would the result be so disastrous? I'll leave that for you to answer ....



It is of utmost importance that staff in our medical team, communicate with one another. Unfortunately meetings between Consultants, Doctors and Nursing staff altogether, are very uncommon in most of our hospitals. There's no time for these to share their views whatsoever, so what's needed is co-operation from all sides concerned. On the other hand, it would be easier if Departmental Managers, together with Nursing Officers, got feedback from their staff before such actions were taken, especially certain decisions which concern the staff and their daily duties. If no co-ordination is present, than teamwork amongst staff can never be reached.

For this system to be completed, a set of regulations for all the staff concerned, must surely follow. Disciplinary measures should be emphasised, to all those who ignore such instructions. All staff are to be given chances in participating in this teamwork strategy. Wards, in particular, are to be monitored closely, ensuring that no discrimination whatsoever destroys the system. For this to turn out as a 100% success, all wards must be treated same, and under same measures.

If our wards, or departments in our Hospitals choose to unite, that is giving the word teamwork a proper priority, our hospitals would surely function better. Effort is needed, together with a high moral, but once these two are achieved, I can assure that it wont be hard for us, to get out of bed for another working day in the coming mornings .... This would not be so difficult anymore!!!

# WINE

## HOME WINE MAKING

### PART 2



**TONY MALLIA**

**H**ome wine making is one of the most fascinating hobbies.

To understand better “wine making”, one must first understand the chemical reactions which take place so that grape juice is turned into wine.

When grapes are crushed, the yeast present on the skins mixes with the sugary juice and fermentation starts. Virtually all the sugar in the must (*the crushed grapes*) will be converted into alcohol and carbon dioxide.

For making wine at home, one must have the following basic equipment :

1. A 200 litre plastic container.
2. One or two fermentation jars (demijohns) of 65 litres capacity each.
3. Rubber bungs.
4. Air locks.
5. Hydrometer.
6. Plastic funnel and sieve.
7. Plastic jug or small pail.
8. Grape crusher.

## METHOD

There are two methods for wine making a)  
By crushing the grapes and leaving to ferment by the action of the yeast present on the grapes.

b) By inhibiting the development of wild yeast by treating the must with sulphur dioxide. Then cultured yeast is added to the must.

The latter technique has several advantages

like allowing complete fermentation and thus better quality wine is produced.

One must decide what type of wine one wants to make, whether red or white sweet or dry. One must make an effort to buy good quality grapes. Having bought the grapes one must decide which of the above methods to use. After making sure that all equipment used is washed and sterilized, start by crushing the grapes in a crushing machine. The must is put in a plastic container (one 200 litres plastic container holds approximately the must of 80 kilos of grapes). Then proceed by adding sugar to the must. Take hydrometer readings of the juice and add sugar accordingly. Having added sugar, the must is to be stirred twice daily for 3 days for red wine and less for white wine.



After this and while fermentation is taking place, the juice is put in glass demijohns (one 65 litres demijohn holds approximately the juice of 80 kilos of grapes). A demijohn must be filled to the neck closed by a rubber bung into which an air lock is inserted and left like that for 8 weeks. Anaerobic fermentation continues in the demijohn.

After this, wine is siphoned from the demijohn into another empty one and air locked by the same procedure. By this process dead yeast “lees”, is left in the first demijohn and then discarded.

Wine, now, is to be left in a draught free, cool room and allowed to mature. Afterwards it is transferred to wine bottles and corked.

Wine now is ready to drink and be enjoyed.


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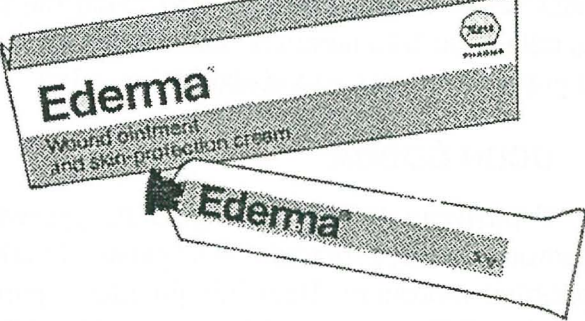


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# IL-ĠUSTIZZJA: BALLUN F'SAQAJN IL-POLITIČI



*Denis Tanti*  
*Konsulent Industrijali*  
*tal-MUMN*

## IR-RIZORS UMAN

Pajjiż ċkejken bhal Malta, nieqes kif inhu minn riżorsi naturali bhaż-żejt u l-azzar, bilfors li jiddependi hafna fuq ir-riżors uman biex iżomm il-livell ekonomiku tiegħu. Li ma kienx għall-kwalitajiet versatili tagħna l-Maltin, forsi ma kienx jirnexxielna naddottaw rwieħna daqstant tajjeb għall-bidliet li sehew madwarna matul iż-żmienijiet.

U jekk irridu nżommu mal-pass mgħaġġel ta' l-iżvilupp u l-progress, għandna niehdu hsieb li niġkultivaw ir-riżors uman tagħna skond ma titlob is-sitwazzjoni ġeopolitika ta' pajjiżna. Dan ma jsirx sempliċiment billi kull sena nżidu fuq ta' qabilha f'dak li hu numru ta' studenti universitarji u gradwati. Hemm bżonn aktar minn hekk!

## UĊUH ĠODDA

F'pajjiżna l-Gvern tal-ġurnata jgawdi, padronanza li tippermettilu jibdel persuni f'karigi pubbliċi mportanti. Hekk kif jinbidel il-partit politiku fil-Gvern, imdorrijin naraw taqliba shiha. Aktar iva milli le, jispiċċaw imtajjra mill-karigi tagħhom persuni li jissimpatizzaw mal-partit li ma jkunx baqa' fil-Gvern, biex minflokhom jittqegħdu ohrajn li jissimpatizzaw mal-partit li jkun tela' fil-Gvern. Storja antika li drajnha sew.

Ma rridx niftiehem hażin. M'hemm xejn hażin li persuna li tappoġġja l-partit fil-Gvern tinghata kariga, sakemm din ikollha l-kwalitajiet u rekwiżiti ohra meħtieġa. Li ma naqbilx huwa li persuna tinghata kariga sempliċiment fuq il-baži ta' l-affiljament politiku tagħha.

Bhal ma jiġri s-soltu, mal-bidla fil-Gvern li sehhet f'Ottubru tas-sena l-ohra, malajr

sparixxew uċuh li konna drajna naraw sew fuq bordijiet fdati bl-għażla għal hatriet u promozzjonijiet ta' ufficċjali pubbliċi. F'dan ir-rigward, il-qasam tal-midwives u n-nurses ma kienx xi eċċezzjoni.

Taht il-Gvern preċedenti saru hafna minn dawk li l-ex Prim Ministru kien għoġbu jsejhlhom 'żbalji amministrattivi' (!!!??). Biex ma nsejhlhomx vendikazzjonijiet! Bosta kienu dawk in-nurses li sabu ruhhom ingustament miċ huda minn promozzjonijiet li kienu jimmeritawhom, jew mogħtija transfers li ma kien hemm assolutament ebda hteġa għalihom. Izda dan ma jfissirx neċessarjament li l-uċuh ġodda fuq il-bordijiet huma ahjar minn ta' qabilhom biex jassiguraw li ssir ġustizzja.

Żgur li huwa hażin li nkomplu mexjin hekk, għax dan ikun ifisser biss aktar hela tar-riżors uman. U hawnhekk l-MUMN għandha funzjoni l-aktar importanti x'taqdi. Fin-negozjati dwar ir-reviżjoni tar-riforma għall-midwives u n-nurses li l-Union mistennija li jkollha dalwaqt mal-Gvern, wiehed jistenna li din tagħfas biex hatriet fuq bordijiet ta' l-għażla ma jibqgħux isiru aktar fuq baži ta' partiġġjanizmu politiku. B'hekk tista' titnaqqas sew il-possibilita' ta' abbuži

## WEGHDIET LI JIĠU RRAŢATI INGUSTIZZJI

Saret haġa komuni dik li l-partit politiku li jkun fl-oppożizzjoni jagħmel kapital shih minn kaži ta' ingustizzji (sew jekk attwali u sew jekk fittizzji). Jagħmel hafna wegħdiet li meta jkun fil-Gvern jattwa ġustizzja ma' dawk milquta



hazin, u b'hekk jittama li huma jaghtuh il-vot taghhom u allura jżid iċ-ċans li jirbah l-elezzjoni. Iżda dak li jsir fil-prattika, wara li jiehu l-Gvern f'idejh, hija storja differenti.

It-Tribunal għall-Invstigazzjoni ta' l-Ingustizzji, kif imwaqqaf bil-liġi, żgur li ma jipprovdix mezz effettiv ta' rimedju għal hafna ingustizzji li saru. Il-partit li illum jinsab fil-Gvern kien jgħid mill-oppożizzjoni li ma kellux fiduċja fil-Kummissjoni għall-Invstigazzjoni ta' l-Ingustizzji, mwaqqfa mill-Gvern preċedenti. Għalhekk hija inkonsistenza grassa dik li permezz tal-liġi dwar it-twaqqif tat-Tribunal, il-Gvern ċahhad lil dawk li diġà ressqu l-każ taghhom quddiem il-Kummissjoni milli jergħu jressquh mill-ġdid quddiem it-Tribunal.

Il-liġi saħansitra tipprekludi t-Tribunal milli jisma' każi fejn il-Kummissjoni tkun sabet li saret ingustizzja, iżda b'danakollu jew ma rakkomandatx rimedju xieraq jew inkella rimedju bħal dan ma ġiex implimentat. B'hekk il-Gvern qed jissigilla ngustizzji li saru, u jkompli jipperpetwa t-tbatijiet tal-vittmi.

**L-OMBUDSMAN**

Lanqas ma jista' jingħad li huwa felici l-mod li bih qed jiġu ttrattati l-ilmenti mill-Ombudsman. Qed ikun hemm hafna tiġbid u hela ta' żmien biex l-Ombudsman jisma' l-każi mressqa minn nurses li qed isostnu li saret ingustizzja maghhom fl-ghoti ta' promozzjonijiet.

L-Ombudsman kien esiġa li dawn il-kazi kellhom l-ewwel jitressqu lill-Kummissjoni dwar is-Servizz Pubbliku. Iżda din il-Kummissjoni minn naħa tagħha hadet sena biex sempliċiment wieġbet xott xott li l-proċedura li ntużat kienet wahda regolari.

Sussegwentement in-nurses reġghu rreferew il-każi taghhom lill-Ombudsman, li din id-darba kien pront kitbilhom biex jgħarrafhom li l-Kummissjoni ma kienetx ippermettietlu aċċess għad-dokumentazzjoni mehtieġa biex jinvestiga.

Wara li għaddew xi sitt xhur ohra, n-nurses konċernati ġew mgħarrfa li sa fl-aħhar kienet waslet id-dokumentazzjoni mehtieġa għand l-

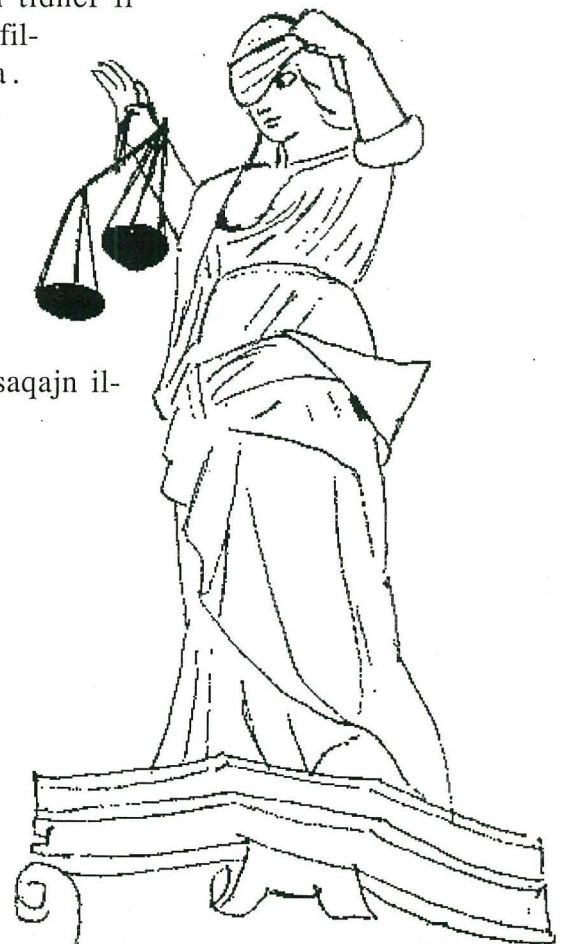
Ombudsman. Iżda ma għaddiex wisq żmien qabel ma l-Ombudsman kitbilhom mill-ġdid biex jgħarrafhom li l-Kummissjoni reġgħet kellha bżonn id-dokumentazzjoni, u għalhekk, għal darb'ohra, ma setax ikompli bl-investigazzjonijiet.

Sa fl-aħhar, f'Gunju li għadda bdew l-investigazzjonijiet mill-Ombudsman. Iżda xahar biss wara dawn waqfu hesrem. L-Ombudsman kiteb lin-nurses għat-tielet darba, fejn qalilhom mill-ġdid li l-Kummissjoni ma kienetx f'pożizzjoni biex tagħtih id-dokumentazzjoni mehtieġa.

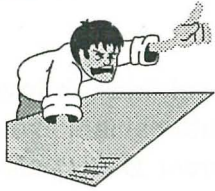
Dan huwa l-mod li bih in-nurses jinsabu jiġu mgħoddija biż-żmien! F'ċirkustanzi bħal dawn, il-Prim Ministru jagħmel sew li jintervjeni personalment biex jara li l-proċess ta' ġustizzja jimxi mingħajr aktar telf ta' żmien u mingħajr daqstant skossi.

Mhux biżżejjed li tiġi mweghda l-ġustizzja, iżda aktar minn hekk din

jehtieġ li tidher li qed issir fil-prattika. F i n - nuqqas ta' dan, i l - ġustizzja t i b q a ' sempliċi ballun f'saqajn il-politiċi!



# EJJEW NIDHQU FTIT



## L- Istress:

Daż-żmien kulhadd jitkellem fuq l-istress. Importanti li teħles minnu u tghix hajja trankwilla. Għamel xi tip ta' eżerċizzju fiżiku, jew hu sehem fl-isport. Ibda passatemp jekk ma għandekx, hu hsieb li torqod biżżejjed, oqghod attent x'tiekol, u fuq kollox żomm tbissima fuq wiċċek ħabib. Ibqa' żgur, li tbissima tagħmel effett tajjeb fuqek u fuq dawk ta' madwarek !

*Il-kummidjant Flip Wilson, mistoqsi għaliex ta kell tar-razza "bulldog" lit-tifel, u mhux xi kell iehor. Huwa wieġeb, "Biex jaraw dak il-wiċċ ikerah u jsibu li l-kell ikerah xorta, jaf iħobb ... mhux jiġġudikaw kollox mad-dagga t'għajn.*



## T a' m i n

## J i x t a r r h o m

L-ideja tiegħi ta' bniedem minn tagħna ħafna, hu dak li jaqbel miegħi. (Benjamin Disraeli)

Halli lill-haddiehor idoqqlok it-trumbetta, (jiftahar bik), u l-hoss jaasal doppiju. (Will Rogers)

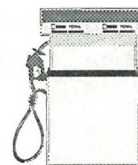
Jekk veru trid li jkollok l-aħhar kelma f'argument, ipprova għid, "Nahseb li għandek raġun". (Funny World)

Iktar ma l-bniedem ikun għaref, iktar jagħraf jahfer. (Catherine the Great)

Il-kuntentizza hija dik l-arti li dejjem ikollok bukkett fjuri fejn tilhqu. (Bob Goddard)

# C A T

UFO niżlet quddiem pompa tal-petrol u marzjan hareġ minn gol-vettura, mar quddiem il-pompa u beda jitkellem. "Hudni għand sidek", u naturalment hadd ma rrispondieħ. X' hin xebgħa jitkellem u hadd ma wieġbu, kompla, "Tismagħni aħjar, jekk tneħhi subgħajk minn go widnejk."



Direttur ta' gazzetta baġħat għal ġurnalist u qallu, "Għandi aħbar tajba u oħra ħażina għalik."

Ġurnalist — "Ibda bit-tajba"

Direttur — "Lil Bobby, tghidx kemm għoġbu l-iskript tiegħek. Litteralment kielu!"

Ġurnalist — "Tajjeb, x'inhil-ahbar il-ħażina?"

Direttur — "Bobby hu l-kelb tiegħi."

Omm poġġiet lit-tifel iż-żgħir fis-sodda biex jorqod, u peress li ma kellux wisq nagħas, beda jsejħilha ta' spiss.

Din beda jittlagħlha, u qaltli li jekk jergħa jgħajtilha, "Mummy", tagħtiħ xebgħa. Waqt ftit silenzju ... x'hin ħasbet li binħa kien raqad, semgħet min jgħid min taħt l-ilsien, "Mrs. Borg, tini nixrob jekk jogħġbok."

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