

IL-MUSBIEH

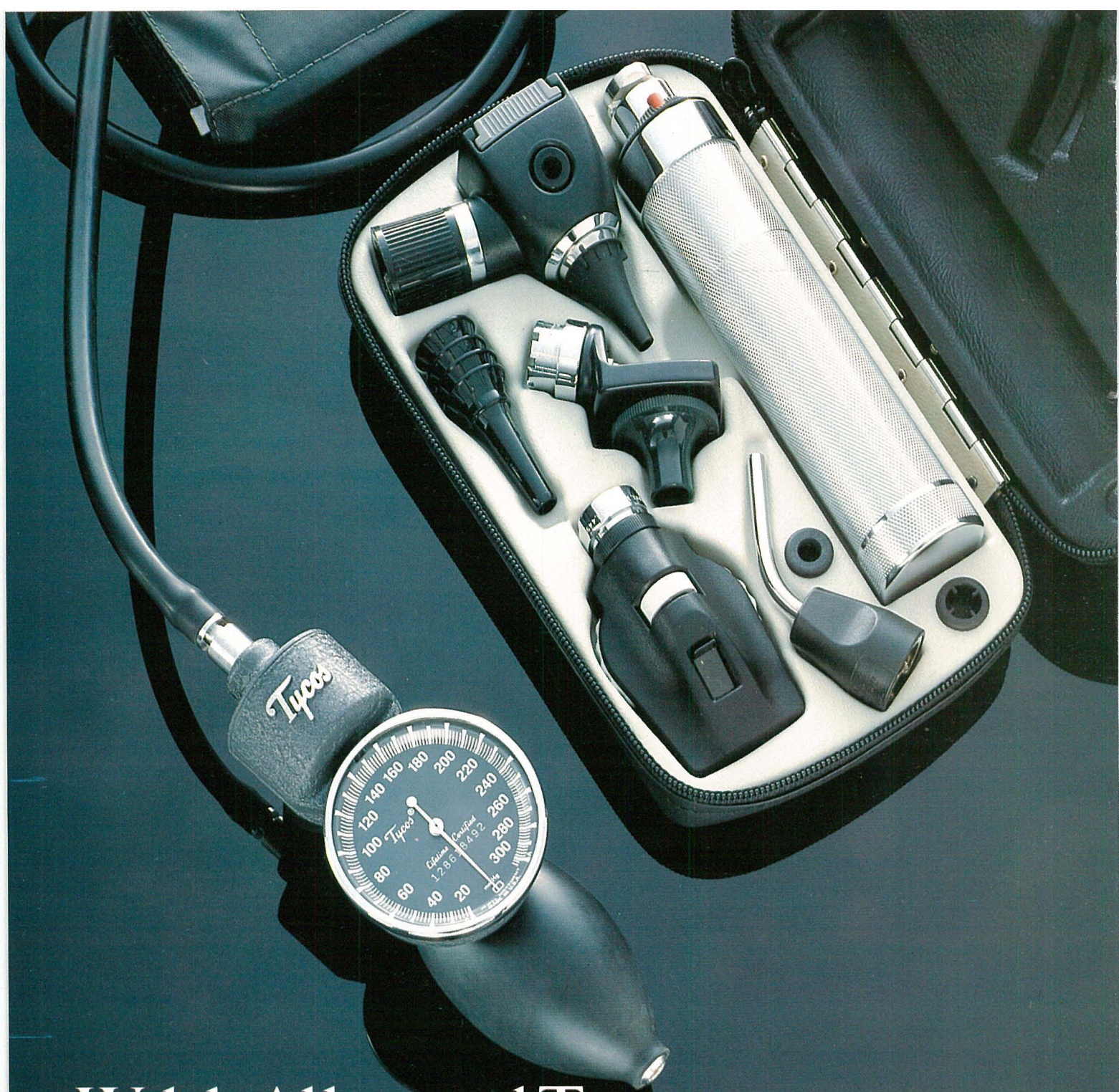
HARĠA Numru 10

Malta Union of Midwives and Nurses

April 2000

UNIVERSITY OF MALTA LIBRARY
INSTITUTE OF HEALTH CARE





Welch Allyn and Tycos

A Quality Partnership

Doctors, worldwide, have come to know and depend on Welch Allyn diagnostic instruments as the industry standard for quality, innovation and technology.

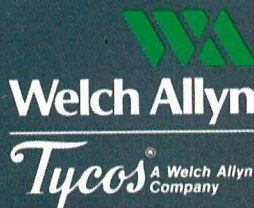
These same doctors demand quality, accuracy and dependability in their blood pressure instruments and accessories.

Tycos Classic sphygmomanometers carry a unique Lifetime Certification and Triple Warranty—assuring repeatable accuracy for the life of the purchaser.

Now these two great companies have joined forces—and Welch Allyn brings Tycos products

to doctors everywhere through our vast network of expert distributors. So we continue to offer all health care professionals the precision, dependability and innovative design they demand.

Contact your Welch Allyn distributor now for details.



Welch Allyn, Inc.
4341 State Street Road
P.O. Box 220
Skaneateles Falls, NY 13153-0220
Telephone: (315) 685-8351

IL-MUSBIEH

Nru. 10

April 2000

BORD EDITORJALI:

Editur: Louise Cini
Set-Up: Norbert Debono
Membri: David Attard
 Lora Pullicino

PUBBLIKAT:

Malta Union of Midwives and Nurses
 Vjal Kottoner, Fgura.
 Tel/Fax: 802862
 E-mail: mecos2@geocities.com

EZEKUTTIV MUMN:

President Rudolph Cini
Vici-President Thomas Dimech
Segretarju Colin Galea
Kaxxier Mary Ann Bugeja
Membri Sylvana Lauria
 Francis Agius
 David Attard
 Paul Pace
 Tony Bugeja

Nota:

IL-FEHMIET LI JIDHRU F'DAN IL-GURNAL
 MHUX NECESSARJAMENT LI JIRRIFLETTU L-
 FEHMA JEW IL-POLICY TAL-MUMN.

Set & Printed:

A+M Printing Ltd. - Qala - 553217

Ċirkulazzjoni 2000 kopja

WERREJ

Editorjal	3
Kelmtejn mill-President	4
Id-Droga ecstasy	5
Breast Feeding - Reviving a Culture	6
Agreement iffirmit bejn il-Gvern u l-MUMN	8
Mis-Segretarju Generali	10
Kumitat Ezekuttiv MUMN	12-13
Sotto-Kumitati	15
A lifetime Experience	17
Life Cycle	18
"Estacode" L-Ewwel Kapitolu	20
Il-Moda ta' l-Etika	21
Ejjew Niegfu Ftit	22

Editorjal . . .

Nafu x'irridu u x'inhu tajjeb

Meta wasal iż-żmien li nerġgħu nkomplu tlett snin ohra bhala union taghna f'taghna, kulhadd hu ċert li bis-saħħa ta' l-istess union żammejna dak kollu li hu tajjeb u rranġajna xi ftit mill-ħażin. Għandna fiduċja li bl-eżekuttiv il-ġdid ser inkomplu miexja fuq dawk il-linji ta' dawk li bdew u bnew din l-union. L-oġġettiv li żgur irridu nilhqu hu li ma nħallux l-apatija u d-dimotivazzjoni tegħlibna. Lilna dawn żgur li għadhom ma għelbuniex. Meta bdejna, konna mimlija entużjażmu u ottimizmu, iżda l-burokrazija żejda u d-dewwmien f'implimentazzjonijiet utli ġegħluna nkunu aktar realistiċi. Nixtiequ li kull infermier ikompli jiġġieled l-apatija li għandu d-dipartiment li nahdmu fih għax hi din l-istess apatija li teqred kull inizjattiva u progress. Għandna naghmlu u nagħtu l-aħjar taghna biex b'hekk inkunu kburin bl-istatus taghna, u nżommu quddiem għajnejna li s-servizz li nagħtu, naghmluh għal ġid tal-poplu u mhux għal paga jew biex nibnu xi "imperu" bħal haddiehor. Nafu li miżuri meħudha biex jittranzaw problemi fid-dipartiment, ikunu b'nofs qalb u qatt kompluti. Kulhadd jaf x'inhuma l-vera bżonnijiet biex jssolvew ċerti problemi. Nafu li l-problemi vera qatt ma ġew ittekljati b'serjeta, u nafu wkoll għaliex u minħabba min!

Ahna l-infermiera żguri li ċertu miżuri li huma fundamentali għandhom jittiehdu halli jissolvew dawk il-problemi li minħabba fihom hu biss il-pajjiż li qed ibati.

Biex naghlaq nixtieq nghid grazzi lil eżekuttiv ta' dawn l-aħħar tlett snin, filwaqt li nifraħ lil eżekuttiv il-ġdid u nawguralhom kull suċċess.

Kelwtejn Mill-President

Gheżież membri,

Nibda billi niringrazzjakom tal-koperazzjoni tagħkom billi permezz tal-vot eleġejtu eżekuttiv ġdid għal dawn it-tlett snin li ġejjin. Jiena nista' nassigurakom li dan l-eżekuttiv ser ikompli fuq it-triq li bena l-eżekuttiv ta' qabel. It-tema użata waqt il-konferenza ġenerali 'Flimkien Għal Ġejjieni Mixtieq' turi biċ-ċar li dan l-eżekuttiv għandu l-inkarigu li jara li n-nurses u l-midwives jiġu rikonoxxuti b'mod xieraq u bid-dinjità li timmerithom. Din it-triq diġa bdejnieha fit-tlett snin li għaddew li minkejja kienu l-ewwel tlett snin ta' l-union illum, l-MUMN hi rikonoxxuta ma' għaqdiet barra minn Malta u saħansitra din l-union hija affiljata mal- 'Public Service International' (PSI) u mal-'European Public Service Union' (EPSU). Dawn l-affiljazzjonijiet komplew fittxu r-rikonoxximent tal-MUMN ma' l-erba' irjehat tad-dinja, tant li sikwiet nirċievu mingħand studenti minn diversi pajjiżi fejn jitolbu informazzjoni dwar l-union minhabba studju li jkunu qed jagħmlu.

Meta nitkellem fuq it-triq lejn ġejjieni mixtieq ma nistax ma ngħidx dwar il-pass kbir li irnexxielna nagħmlu bil-ftehim dwar l-eżercizzju korettorju tar-riforma 1993. B'dan il-ftehim iffirmat mil-MUMN issa għamilna sisien sodi għal ftehim kollettiv ġdid b'seħħ minn Jannar 2002. Sisien li ser iwasslu sabiex il-gvern ikollu jiddiskuti bis-serjeta l-proposti imressqa mill-union sabiex b'hekk inaqqsu d-diskriminazzjonijiet fost in-nurses fl-istess grad. L-MUMN mhu ser tieqaf qatt tara li t-talbiet tagħha fil-ftehim il-ġdid jiġu milqugħa. Pass ieħor li jwassal għal ġejjieni mixtieq hu l-proċess li nbeda, li jkun hemm tibdil fil-liġi li tirregolarizza l-impiegi tan-nursing u midwifery magħrufa ahjar bħal 'Ordinance Kindred and Medical Profession'. Qed ninsistu għal tibdil li jwassal għal aktar awtonomija fil-professionijiet tagħha.

B'soddisfazzjon ninfurmakom li issa l-union tagħkom inawgurat ufficċju tagħha fir-residenza San Vincenz u b'hekk issa nistgħu ngħidu li l-lista ta' l-uffiċini tal-union żdiedet għal hamsa fi żmien daqshekk qasir. Nistgħu ngħidu li kwazi għandna ufficċju f'kull sptar f'Malta u kif ukoll f'Għawdex. L-għan ta' dawn l-uffiċini hu sabiex intom tkunu moqdiya ahjar u tkunu tistgħu tiddiskutu d-diffikultajiet tiegħek mal-union bl-inqas inkonvenjent għalikom. Nappellalkom sabiex tagħmlu użu minn dawn l-uffiċini.

Insellmilkom,

Grazzi.

Rudolph Cini
President MUMN

Id-droga ecstasy



Sina Bugeja MSc [Wales]; FRSH;

Il-problemi li esperjenzajna dan l-ahhar bhala pajjiz ma jistghux jiġu nrorati ghax dan ikun pass irresponsabbli għall-ahhar. Jidher ċar li l-poplu huwa mixtieq minn aktar informazzjoni fuq is-sustanzi li jeżistu madwarna. Illum ser inħarsu lejn l-ecstasy bhala sustanza li kienet il-kawża ta' tant uġiġh fil-familji Maltin.

Din is-sustanza, sfortunatament, hija abbużata minn settur taż-żgħażaġh tagħna li biex jiddevertu iridu jieħdu kimika għax pjaċir b'mod normali mhux biżżejjed għalihom! Stharriġ li sar f'hafna rkejjien differenti tad-dinja wrew l-istess riżultati; jiġifieri li l-użu tas-sustanza ecstasy hija relatata ma ċerti attivitajiet bħal ma huma r-rave parties. Hawnhekk nixtieq noffri spjegazzjoni hafifa - hadd m'hu qed jgħid li KULL min imur r-rave party jieħu l-ecstasy. Imma r-riċerka turi li hemm konnessjoni qawwija. Problema oħra li riċerki differenti wrew huwa l-fatt li wara li persuna tieħu l-pillola ecstasy, kwalunkwe mod li thossha wara li tgħaddi l-effett tagħha, ikun ixaqleb aktar lejn sensazzjoni negattiva milli pozittiva. Ir-raġuni hija li dak li jkun, iħossu hafna għar minn qatt qabel, meta din is-sensazzjoni li tagħti l-ecstasy tiġi mqabbla ma' l-istat normali fejn ma jkunx hemm effetti ta' sustanza. Li jiġri huwa, li anke meta dak li jkun iħossu normali, meta din tkun imqabbla ma' kif thosok fuq l-ecstasy, ser issib li

issa thosok aktar 'depressed'. Il-htieġa li thosok b'dak il-'feeling' qawwi jissorprendi kwalunkwe raġuni. B'hekk tinholoq id-dipendenza psikoloġika li xejn m'hi faċli biex teqridha.

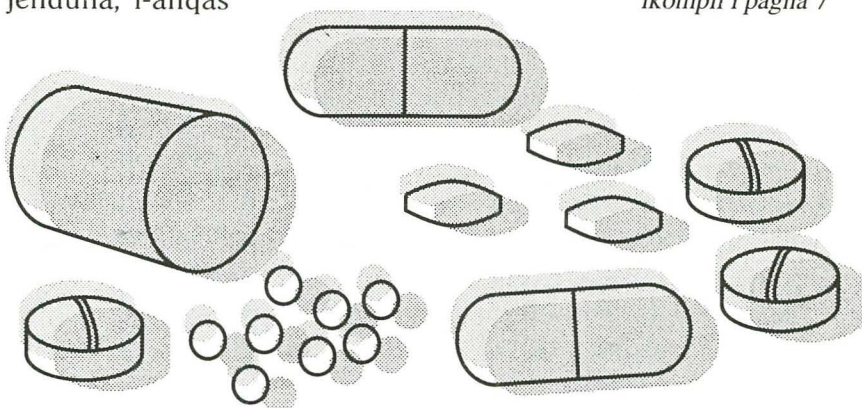
L-isfortuna hija li din is-sustanza tiġi mibjugħa liż-żgħażaġh bhala sustanza li ma trabbix dipendenza. Hafna jemmnu li meta jridu jieqfu jehduha, dawn jistghu jagħmlu hekk mingħajr ebda problema. Ir-rejalta hija hafna differenti minn hekk. Kwalunkwe dipendenza għandha l-problemi tagħha u l-ecstasy mhix inqas. Min imexxi l-ecstasy jgħid ukoll li din mhix xi sustanza perikoluża imma sempliciment li tagħtik ftit pjaċir meta tohodha. Hawnhekk ukoll ser nirreferi għall-esperjenzi qarsa li għadu kemm kellna s-sena l-oħra. Kieku verament hija daqshekk mingħajr periklu, allura l-istejjer ta' dan l-ahhar kienu jkunu differenti.

Ma ninsewx li la darba dal-pilloli jimbiegħu minn taht, żgur li ma jeżistix xi tip ta' kontroll. Dan ifisser ukoll li dawk ż-żgħażaġh li jehduha, l-anqas

qatt ma jistghu jkunu ċerti x'qed jieħdu. Għalkemm b'mod xjentifiku ngħidu li s-sustanza li hemm fihom hija MDMA, il-verita hi li hadd ma jkun jaf x'qed jieħu. Tista tinzerta xortik tajba u l-pillola jkun fiha trab biss iżda tista', mill-banda l-oħra, tkun qed tieħu xi sustanza qawwija ferm. Jekk qed jaqraw dil-kitba xi żgħażaġh li ġieli xtraw l-ecstasy żgur mhux qed jaqblu ma dak li jien qed nikklassifika bhala xorti hażina jew xorti tajba. Dan minhabba l-ammonti ta' flus li jonqfu fuq dal-pilloli. Trab li ma jagħti ebda effett żgur li mhux ser jieħdu gost ihallsu l-belli liri għalih .. Iżda forsi mhux qed jagħrfu r-riskju li jkunu qed jieħdu.

Hawn min jahseb ukoll li l-problema tibda meta tieħu kwantita' minn din il-pillola. Dan ukoll huwa hafna l-bogħod mill-verita. Kif il-kimika li hemm fil-pillola ser taħdem fil-ġisem hija xi haġa li ssir magħrufa wara li tkun ittiehdet u .. forsi meta jkun tard wisq. Ġew irrapurtati każi ta' effetti hżiena anke wara użu ta' ecstasy wahda.

ikompli fpaġna 7



Breast feeding

- Reviving a Culture



M'Louise Bugeja - SRN SCM

The birth of a child brings awe and wonder. We marvel how a perfect human being can develop from just a tiny cell. We marvel how the mother's body has the capacity of producing such a miracle yet we little wonder how the body is also capable of producing nurture for that same child in the months following its birth.

The natural production of milk is perhaps the least appreciated gift which Nature has bestowed upon us although almost all great religions recognize breast feeding as essential for nurturing the young. The ancient Jewish sages write 'Breast milk is the primary source of nourishment and anything else is secondary'. Buddhist writings describe that a woman who gives birth becomes Mata - one who protects her child. She holds the baby to her breast, keeps the child warm and provides milk - a substance considered the blood of her breast and the milk of human kindness filled with the 'honey of goodness'. She feeds her child strength and intelligence. Breast feeding is consistently followed in Buddhist tradition while, in Islam, breast feeding is considered as an obligation and a major duty for mothers who are able, and is recognized as a way of providing natural immunity and intensifying the mother's affection for her child. Nursing is referred to in the Old Testament as early as the story of the birth of Isaac, who was nursed by his mother Sarah until the age of two. Jewish

legal writings strongly recommend that a mother breast feed for a period of at least two years - even more if the child is sickly. While Christianity prescribes no specific length of time for breast feeding, Christian theologians point out that since Jesus was born into the Jewish religion, he must have been nurtured according to its tradition. Modern Christian churches emphasise family togetherness and some theologians cite the increased closeness within the family and the bonding that breast feeding is known to encourage as reasons for promoting its practice.

Breast feeding benefits all sectors of society economically, ecologically and socially. However, the United Nations Children's Fund (UNICEF) reports that, every day, as many as 4000 infants and young children die because they are not breastfed. According to James Grant, UNICEF's Executive Director, this is because their mothers are not empowered with enough knowledge about breast feeding and do not receive enough motivation and support.

In 1974, the 27th World Health Assembly noted the general decline in breast feeding in many parts of the world. The Assembly found this decline to be related to the promotion of manufactured breast milk substitutes. Over many years, companies have invented clever slogans, striking images, free samples or supplies and all kinds of appealing gifts to persuade mothers and health workers that

while 'breast is best', bottle feeding is almost as good as breast feeding. The Assembly urged 'member countries to review sales promotion activities on baby foods and to introduce appropriate remedial measures, including advertisement codes and legislation where necessary'. Years of discussion and debate resulted in the drafting and adoption, on 21 May 1981, of the International Code of Marketing of Breast milk Substitutes. The Code seeks mainly to 'contribute to the provision of safe and adequate nutrition for infants by protecting and promoting breast feeding and by ensuring that breast milk substitutes not be marketed or distributed in ways that may interfere with breast feeding. The Code was voted for by 118 votes to one. The lone opposing vote, cast by the US, was finally dropped at the World Health Assembly on 9 May 1994.

In 1990, policy makers' meeting was convened in Florence, Italy, to reinforce a worldwide commitment to breast feeding as the best possible nutrition for babies. The resulting Innocenti Declaration, signed by 30 Governments, set specific targets that would guide countries in their efforts to protect, support and promote breast feeding. The UNICEF/ WHO Baby Friendly Hospital Initiative (BFHI) was established in response to encourage hospitals to achieve the Innocenti Declaration goals. A hospital is certified as baby-

friendly by successfully practising the 'Ten Steps to Successful Breast feeding'. These represent the best available knowledge on what makes breast feeding succeed and were arrived at after long study and deliberation by a broad consensus of health and nutrition experts from around the world. In February 1997 there were 10,373 baby-friendly hospitals worldwide. Furthermore, countries also report reduction in childhood illnesses that can be directly linked to feeding practices.

In addition, each year, the 1-7 August is recognized as the World Breast feeding Week (WBW) and is organised around a theme by the World Alliance for Breast feeding Action (WABA).

Since its start, in 1992, WBW has been a time for government bodies, non-governmental organisations and private citizens to join in support of breast feeding, drawing attention from the media and helping to promote the goals of BFHI.

Breast feeding plays an important part in preventing disease, in population control, in economic security and in environmental enhancement. It is also a human right. The mother has the right to give her child the best food, health and care. Breast feeding will provide all this and the mother does not have to depend on another source to provide food. However, in spite of this empowerment, the mother should

be appropriately supported at work and in other environments. By removing the barriers to breast feeding mothers are able to offer a healthy start in life for their babies. Referring to recent scientific data, the Code, adopted in 1981, calls for the introduction not only of practices to enable women to breast feed but also for the reintroduction of a 'breast feeding culture' where breast feeding is as natural as the birth itself and babies are nurtured the milk which Mother Nature has prepared particularly for them. Indeed many studies point out that the functions of the breast and the mother's milk cannot be replicated by substitutes and they may have effects reaching far beyond childhood. ●

jaqbad min paġna 5

Id-droga ecstasy

Jekk nista' nispjega fi ftit sentenzi ħfief l-effetti ta' dil-pillola, ngħid li hemm effetti fiżiċi psikoloġiċi, soċjali u legali.


FIŻIĊI - il-pressjoni tad-demem tgħola u r-ritmu tat-taħbit tal-qalb jizdied ukoll. Periklu kbir ħafna huwa r-riskju li l-ġisem jixxotta minn ġewwa (dehydration) minhabba li t-temperatura tal-ġisem tgħola ħafna. Il-ġogi tal-ġisem jibbiesu ukoll.

PSIKOLOĠIĊI - wara li jgħaddi l-effett tal-pillola, l-persuna jaqa' fi stat dipressiv u anzjus, b'tali mod li r-riskju ta' dipendenza psikoloġika jkun rejali ħafna.

SOCJALI - l-misthija tal-persuna tonqos tant li dak li jkun ma jibqa' lura minn xejn.


LEGALI - minhabba li l-ecstasy hija sustanza illegali, min jinqabad fil-pussess tagħha jitressaq bi ksur tal-liġi.

Naħseb li kulhadd jaqbel li xejn mhuma ħfief l-effetti tal-ecstasy. Minhabba f'hekk, ilkoll għandna r-responsabilta li ngħallmu dwar l-effetti tagħha sabiex kemm jista' jkun hadd ma jkollu vantaġġ fuq iż-żgħażaġh minhabba li ma jkunux infurmati biżżejjed! ●




Regilait®

Instant Skimmed Milk Powder



Régilait skimmed milk powder is the **No. 1** skimmed milk in France. Rich in **calcium**, and in **granule granule form**, it can replace all usage of liquid milk. Régilait can be used straight from the tin for your morning tea and coffee, diluted in water for a nourishing drink and can also be added to your cooking, etc. It **dissolves** very easily and has no **aftertaste**. Régilait is ideal for those who care about their health.

The No. 1 skimmed milk in France



FREEPHONE
0800 77 41 42

FOR FURTHER INFORMATION CALL PEMIX LTD., MOSTA

Qed nippublikaw l-agreement iffirmat bejn il-Gvern u l-MUMN fl-10 ta' Jannar 2000 dwar l-ezzercizzju korrettorju tan-nurse/midwives. Dan qed naghmluh sabiex nuru l-kredibilita ta' l-MUMN, minkejja id-diceriji kollha li ntqalu.

ADDENDUM TO THE AGREEMENT ON THE CLASSIFICATION AND GRADING OF THE NURSING SERVICE GRADES AND TO THE AGREEMENT ON THE CLASSIFICATION OF THE MIDWIFERY SECTOR

Pursuant to Section A of the Agreement on the Classification of Nursing and paramedical Grades initialled on the 5th May 1993, and the Agreement on the Classification and Grading of the Midwifery Sector signed on the 13th August 1993, and within the context of the Corrective Exercise provided for in clause 3 of the Collective Agreement signed on the 14th December 1998, it is hereby agreed as follows:-

1. *Two posts of Assistant Director, to be created in the Office of the Director, Nursing Services and to be filled exclusively from amongst officers in the nursing/midwifery profession;*
2. *One post, on a level equivalent to that of Assistant Director, to be created with a grade nomenclature yet to be designated. The incumbent of this position must possess a higher post-graduate qualification and would be responsible for the co-ordination of professional training and development of nurses/midwives;*
3. *A number of positions of Specialist Nurse/Midwife within the grade of Nursing/Midwifery Officer to be created. The number and designation of these positions to be determined following consultations between the Health Division and the Union;*
4. *New recruits into the grades of Staff Nurse/Midwife who are in possession of a B. Sc. Nursing/Midwifery degree to enter the Service at salary scale 10. Serving graduate Staff Nurses/Midwives will be placed in salary scale 10 with effect from their date of appointment or the conferment of their degree, whichever is the later. A graduate Staff Nurse/Midwife will progress to salary scale 9 on completion of two years service as graduate Staff Nurse/Midwife. Service as graduate Staff Nurse/Midwife prior to 1996 will be reckonable for the purpose of assimilation but arrears will be effective as from 1st January 1996.*
5. *Enrolled Nurses will enter the Service at salary scale 13 and progress to salary scale 12 on completion of five years satisfactory service. Enrolled Nurses will further proceed to salary scale 11 on completion of a further five years satisfactory service but in no case earlier than 1st January 1996.*

6. *Non-graduate Staff Nurses who were serving officers on the 5th May 1993 and Midwives who were serving officers on the 13th August 1993, will be allowed to earn two increments, each of Lm139 per annum, to be considered as an extension of salary scale 10, on completion of twelve (12) years satisfactory service in the grade. One increment each year will be awarded on completion of the twelve (12) years service but in no case earlier than 1st January 1996.*
7. *Enrolled Nurses who were serving officers on the 5th May 1993 and who, in terms of paragraph 3.1. of the Agreement initialled on the 5th May 1993 were allowed to progress to salary scale 11, will be allowed to earn two increments, each of Lm126 per annum, to be considered as an extension of salary scale 11, on completion of seventeen (17) years nursing service. One increment each year will be awarded on completion of the seventeen (17) years nursing service but in no case earlier than 1st January 1996.*
8. *The increments stipulated in the next two preceding paragraphs reflect the amounts payable as increments up to the year 2000. It is being clarified that the amounts payable in the year 2001 will reflect the relative increments as effective in 2001.*
9. *The Health Division will actively consider the award of a number of sponsorships for officers in the Nursing and Midwifery grades to read for a B. Sc Nursing degree.*
10. *The Government undertakes to start negotiations with the Malta Union of Midwives and Nurses leading to a new Agreement for the Nursing and Midwifery Grades in June 2000. A new Agreement would be effective on the 1st January 2002 and will absorb all the arrangements hereby agreed to in this Addendum.*



J. Izzo

Director General, MPO



R. Cini

President

Malta Union of Midwives and Nurses



R. Busuttil

Director General, Health



C. Galea

Secretary General

Malta Union of Midwives and Nurses.

Date: 10th January 2000.

Jl/mz



Messagg mis- Segretarju Generali

Colin Galea

Gheżiež Hbieb,

Dawn l-aħħar ġimgħat l-MUMN reġġet tat prova oħra ta' kemm hija tabilhaqq Union professjonali u li għandha interess qawwi li tara li l-membri tagħha jkomplu dejjem jaġġornaw u jespandu t-tagħrif u t-tgħalim tagħhom billi pparteċipat bis-shih fl-organizzazzjoni tal-Konferenza Nazzjonali 'A national Health Agenda for sustainable Health Care'. Barra min hekk urejna biċ-ċar kemm aħna disponibbli li naħdmu ma' kategoriji oħra ta' professjonisti basta dawn min naħa tagħhom juru mpenn u rieda li kull ma jsir qed isir għax veru ridu il-ġid lill-pazjent tagħna. Hafna huma dawk li jippuppaw sidirhom biex jiddefendu l-marid pero' wara johroġ biċ-ċar u fid-deher li għandhom agenda moħbija li jkollha interessi ulterjuri.

Aħna nemmnu li biex l-isptar il-ġdid f'tal-Qroqq jkun f'pożizzjoni li jgħati servizz tajjeb, kif wara kollox jixraqlu l-poplu tagħna, irridu naħdmu bħala 'team' wiehed b'għanijiet ċari u komuni. Fattur importanti huwa li kull membru f'dan it-team ikun meqjus daqs il-membri l-oħra kollha. Ghalkemm kull membru għandu xogħol differenti minn iehor, kull xogħol huwa mportanti u indispensabli u hadd m'għandu jhossu jew jaġixxi b'mod superjuri fuq il-membri l-oħra tat- 'team'.

Għalkemm il-kuncett tal-'Multidisciplinary Team' kulhadd jippriedkah u ffit huma dawk li jopponuh .ir-rejalta turina li sa l-ġurnata tal-lum, qegħdin hafna l-bogħod milli dan jiġi implimentat. Jekk id-Dipartiment tas-Sahħa qed jahseb li dan se jitwettaq mingħajr ma jkun hu il-mutur tal-bidla, se jiġri li tasal is-sena li jiftaħ l-isptar u kollox ikun għadu l-istess. Jien nistqarr li jekk nibdew naħdmu llum f'din id-direzzjoni diġà qegħdin tard aħseb u ara jekk indumu aktar. Nisperaw li ma tasal xi ġurnata partikolari fejn id-dipartiment jipprova jimplimenta kollox f'daqqa mingħajr ma jikkonsulta lil hadd. Aktar u aktar jekk dak li jipprova jimplimenta ikun biss fl-interess li nixahhu fil-flus għall-iskapitu li jitbaxxew l-istandards u l-kwalità ta' kura li aħna l-professjonisti noffru. Nisperaw li d-dipartiment ma jiskantax meta jara li l-MUMN ma taqbilx ma dan u tipprova tiddefendi kemm lill-membri tagħha kif ukoll b'mod speċjali lill-pazjenti.

Barra l-'Multidisciplinary Team' l-MUMN ilha mill-bidu tagħha tishaq fil-bzonn li jiġu implimentati is-'Support Services' fis-swali ta' l-isptarijiet u fiċ-Ċentri tas-Sahħa. Ir-raġuni ewlenija wara dan il-kuncett hija li n-nurse jew il-midwife tiffoka aktar f'dak li hu ix-xogħol tagħha bir-riżultat li l-pazjent jew il- 'mother' tibbenefika u tibda veru tesperjenza il-valur tax-xogħol li aħna studjajna u hdimna għalih. Uħud mis-'Support Services' huma l-introduzzjoni tal- Ward Pharmacist, aktar Social Workers, preżenza effettiva tas-Security Surveillance Officers, sistema anqas burokratika u raġonevoli tal- maintenance fis-swali, portering system, couriers għal blood samples u xogħol iehor, top up systems ta' l-IVI's u CSSD, servizz aktar miftuħ mill-izpizeriji ta' l-isptar u oħrajn. Dawn is-servizzi huma kollha nieqsa jew mhux effettivi. Meta d-dipartiment jitkellem fuq Riforma inrid jindirizza l-ewwel dawn il-problemi. Kemm in-Nurse kif ukoll il-Midwife mhux se jkun ta' servizz shih jekk ma jkollhomx Support Services b'rata ta' effiċjenza għolja. Jien nemmen li l-MUMN fix-xhur li ġejjen għanda tiffoka biex jiġu implimentati dawn is-Support

To give your baby a healthy start...



Plasmon®

peace of mind



...YOU NEED HEALTHY WEANING FOOD LIKE OUR BABY PASTA RANGE. OUR PRIMA PASTINA PLASMON IS SOFT AND EASILY DIGESTED, BECAUSE IT IS MADE USING ONLY SOFT AND PURE WHEAT. IT IS CAREFULLY ENRICHED WITH CALCIUM, IRON AND VITAMIN B, SO ESSENTIAL FOR THE HEALTHY GROWTH OF YOUR BABY'S ORGANISM.



...you need wholesome pasta to suit the needs of your baby. From the age of five months, your baby will enjoy our Pastina range with its varied shapes of Astrini, Anellini, Gemmine or Fili d'Angelo to make savoury, nourishing soups.

...you need Plasmon's First Months Biscuits, which are used from the age of four months as an alternative to cereals. And easily digestible finger food, like the Plasmon's Biscotti which are suitable for six or seven month olds to one year olds. Enriched with six vitamins, they are perfect for your baby's needs.

... you need tasty and safe biscuits like our Biscotti Junior al cacao magro. Older children will love the blend of milk chocolate and healthy Plasmon yoghurt. These biscuits have a very low fat content in accordance with Plasmon nutritional principles and will satisfy your child's new desire for

how we do it

Giving nature a helping hand

We do not control quality – we produce it! We have carefully selected land areas – which we call oasis – that meet strict environmental conditions. All crops are produced under our supervision to ensure pure quality free from pesticides. Our laboratories check programmes to ensure there are no contaminants in either our Oases or our ingredients. We guarantee total field-to-family control of infant foods.

taste while promoting healthy growth.

...you need Plasmon because Plasmon care about your baby and provide guaranteed goodness.

For further information call on Freephone 0800-773101.

...you need peace of mind and an Environmental Oasis



**Kumitat
Ezekuttiv
MUMN
2000 – 2003**



RUDOLPH CINI
President

Ghandu 35 sena. Mizzewweg lil Marthese u ghandhom tifla ta' seba' snin, Jessica. Ilu nurse ghal dawn l-ahhar 15 il-sena. Jahdem fl-Admission Ward fir-residenza San Vincenz. Huwa membru fin-Nursing and Midwifery Board. Il-Passatempj tieghu huma l-qari, l-ezercizzju u l-ghawm.



TOMMY DIMECH
Vici President

Mizzewweg lil Cynthia u ghandhom zewgt it-tfal, Thea ta' 9 snin u Yana ta' 5 snin. Ilu staff nurse ghal dawn l-ahhar 15 il-sena fin hadem CCU ta' l-Isptar San Luqa. Wara l-familja ghandu hafna ghal qalbu l-professjoni tan-nursing u trejdunjonizmu, li ta' l-ahhar ghandu esperjenza twila.



COLIN GALEA
Segretarju

Ghandu 31 sena, huwa mizzewweg lil Anne Marie u ghandhom tifel, Nicholas. Il-pasatempj tieghu huma futbol, jisma muzika rilassanti u jgerfex fil-gnien. Jemmen hafna fis-solidarjeta u l-fratelanza li ghandhom ikunu l-principju ewlieni ta' kull haddiem.



MARY ANN BUGEJA
Kaxxiera

Ghandha 25 sena. Fl-1991 bdiet il-kors Diploma Nursing fejn wara komplet ghal BSc fejn igradwat bl-Hons fl-1997 mill-Universita ta' Malta. Fl-1998 kisbet id-diploma fil-gerontologija. Qieghda tahdem gewwa r-residenza San Vincenz. Kienet tokkupa l-karriga ta' segretarja fis-sotto kumitat ta' l-MUMN fir-residenza ta' San Vincenz. Hija membru fil-kumitat 'Ghaqda Talent Zejtuni'. Hija thobb hafna t-tejatra u s-safar.



DAVID ATTARD
Membru

Ghandu 35 sena. Mizzewweg lil Tania u ghandhom zewgt itfal, Greta u Andrew. Huwa ilu jahdem ghal dawn l-ahhar 12-il sena fl-isptar San Luqa.



PAUL PACE
Membru

Ghandu 35 sena. Mizzewweg u ghandu zewgt itfal. Kien jattendi l-iskola De la Salle College. Ilu nurse ghal dawn l-ahhar 16-il sena u hadem go M7, Casualty, u Renal Unit. Ghal dawn l-ahhar sitt snin qieghed jokupa l-kariga ta' Infection Control Nurse go l-isptar San Luqa. Bhala hobbies ihobb hafna s-sajd u l-futbol.



TONY BUGEJA
Membru

Ghandu 38 sena u huwa mizzewweg lil Louise u ghandhom tlett ibniet. Lahaq staff Nurse fl-1983 u huwa Nursing Officer tar-Renal Unit. Jemmen bis-shih fit-teamwork u fl-awtonomija tal-professjoni tar-Nurse u kien propju ghal hekk li ddecida li jikkontesta l-elezzjoni ghall-kumitat ta' l-MUMN.



SYLVANA LAURIA
Membru

Ghandha 34 sena u gharusa lil Noel Debono. Lahqet bhala staff Nurse fl-1988, fejn ghamlet xi zmien tahdem fil-Post Natal Ward kif ukoll id-Detox. Fl-1990 komplet l-istudji taghha fejn bdiet il-kors ghal Midwife. Dan temmietu b'success fl-1990. Bhalissa qieghda tahdem il-Labour ward fl-isptar Karen Grech. Ghamlet il-course tal-First Line Management kif ukoll Top line Management. Hija kwalifikat ukoll bhal beautician fl-1996. Hija thobb interior decorating, l-antikitajet u s-safar.



FRANCIS AGIUS
Membru

Francis twieled fl-1942. Huwa ha l-edukazzjoni tieghu fl-iskola primarja taz-Zejtun, u dik sekondarja f'De La Salle College Kottonera. Huwa Enrolled Nurse u ilu jahdem ghall-dawn l-ahhar 36sena. Bhalissa qed jaqdi d-doveri fl-isptar MonteCarmeli. Francis dejjem wera nteress fit-tradeunjonizmu tant li fl-1986 ghamel kors tradeunjonistiku gewwa Budapest. Huwa kien Delegat ghal-bosta snin fit-Taqsuma tas-Servizzi pubblici tal-GWU. F'dawn l-ahhar tliet snin Francis kien Membru tal-Ezekuttiv. Fost il-pasatempj tieghu huwa l-Qari u l-Muzika. Huwa mizzewweg u ghandu zewg ulied Louis u Claire.



Extra care for the ones you love!

Middle Sea Health insurance provides you with financial protection for better medical assistance, service and care when you most need it.

So if you want the best health insurance plan call Middle Sea on Freephone 0800 772278 or contact any of our authorised intermediaries.



Freephone

0800 772278

Middle Sea health

Sotto-Kumitati

MCH

Is-sotto kumitat f'Monte Carmeli jkollu diversi problemi, sew dwar każi individwali u anke problemi li jkunu jikkoncernaw swali shaħ. Ricenti kellna l-problema dwar il-famuża ward 10 irgiel li suppost ingħalqet aktar minn sena ilu, li però fil-fatt din is-sala għadha qed tospita priġunieri fi bżonn ta' kura f'dan l-isptar.

Il-problema dwar in-nuqqas ta' harsien tas-saħħa u s-sigurta ta' l-infermiera fuq il-post tax-xogħol harġet aktar fil-beraħ meta priġunier partikolari waddab mishun fid-direzzjoni tan-nurse u anke aggredih fiżikament b'siġġu. Wara dan il-każ l-MUMN, flimkien mal-UHM u l-GWU bdew hidma intensiva sabiex tissolva din il-problema. Saru diversi laqgħat mad-direttur ġenerali Dr. R. Busuttil, Dr. J.M. Cachia, ma Dr. J. Saliba u mal-management ta' l-isptar pero ma ntlahaq l-ebda ftehim sodisfaċenti li kien jiggerantilna l-harsien tas-sigurta tan-nurses. L-ebda waħda mill-proposti tagħna ma' ġew milqugha, fosthom aktar sigurta billi jintbagħtu pulizija li jkunu f'pożizzjoni li jikkontrollaw ahjar lill-priġunieri, li jkollna bil-miktub x'inhuma d-doveri tal-pulizija prezenti fil-MW 10, u wkoll li din is-sala ssir tiffirma parti mill-faċilita' korrettiva ta' Kordin. Tlabna wkoll li jinbidel il-ħġieg kollu tal-FW 10 sabiex dejjem innaqqsu l-perikli.

Tajna avviż ta' azzjonijiet industrijali u tajna direttiva lin-nurses kollha sabiex fid-dawl tan-nuqqas ta' ftehim hadd ma' jaħdem 'Over time' fil-MW10. Din id-direttiva kellha tidhol fis-seħħ mill-ġimgħa 11/2/00 mis-7.00 ta' filghaxija. F'laqgħa urġenti li saret mad-direttur ġenerali u ma' Dr. Cachia fl-4.00 ta' filghaxija 11/2/00 is-sitwazzjoni ma sblukkatx u b'hekk daħlet fis-seħħ id-direttiva u hadd minn nurses ma' daħal jaħdem il-MW10. Ta' min jghid li d-direttiva kienet suċċess mija fil-mija. Il-management ta' l-isptar beda jhassar il-leave tan-nurses. L-azzjonijiet baqgħu sejrjn sa' nhar it-Tnejn 14/2/00 meta daħal bhala medjatur l-Onorevoli u ex-kollega Mario Galea li f'laqgħa li kellna miegħu u li damet sejra sas-1.00 ta'

filghodu, deher li seta' jintlaħaq ftehim. It-tlieta 15/2/00 fid-9.00 ta' filghodu, rappreżentanti tat-tlett unions iltaqgħu fil-bini tal-parlament ma' l-Onor. Dr. L. Deguara, u ma' l-Onor. Mario Galea fejn wara diskussjonijiet fit-tul intlaħħaq ftehim. Id-direttiva biex in-nurses ma jaħdmux fil-MW10 ġiet irtirata u f'laqgħa li ġiet organizzata għan-nurses dehru li kienu sodisfatti hafna b' dan il-ftehim.

Inkun qed nonqos minn dmiri jekk ma niringrazzjax lil shabi tal-sotto kumitat tal-MCH u b'mod speċjali lil Rudolph Cini, Colin Galea u Tommy Dimech li qattgħu bosta sigħat twal magħna, anke fis-sigħat bikrin ta' filghodu u wkoll tad-direzzjoni għaqlija tagħhom f'din il-kwistjoni. Nittamaw li fil- ġranet li ġejjin din it-trażazzjoni isir.

Nicholas Cassar
Chairperson- MCH

Sptar Sir P. Boffa

Wara li l-President u s-Segretarju Ġenerali ltaqgħu mal- membri ta' l-union ta' l-isptar Boffa, u semgħu l-ilmenti li ressqu l-membri, intalbet laqgħa ma' Dr. J.M Cachia. Fit-28 ta' Frar 2000 il-President u s-Segretarju Ġenerali flimkien mar-rappreżentanti ta' l-isptar Boffa, iltaqgħu ma' Dr. J.M Cachia, prezenti kien hemm ukoll Mr. Charles Vella (MNS) u Mr. Gino Pavia (Administrator).

Ġew diskussi fost affarijiet ohra, n-nuqqas ta' staff, l-ikel u l-indafa tad-dining room u anke dwar il-ġarr tal-Katavri li jkunu mietu matul il-lejl. Wara li ġie diskuss kull item ġejna aċċertati li ser jittieħdu il-passi neċessarji biex jiġu rrangati dawn l-affarijiet .

Charlie
Chairperson- Sptar Boffa

SVPR

•Grazzi, għal kull minn hadem sabiex fis-17 ta' Marzu infetah l-uffiċju ta' l-MUMN ġo San Vincenz.

•Tnaqqis fil-compliment tal-pazjenti f'zewġ swali partikulari: St. Francis 1&2 u 3&4, fejn in-numru ta' pazjenti niżel minn 58 għal 50.

ikompli, aqleb

- Ghadhom ghaddejien laqgħat sabiex l-istaff compliment tan-naħa tan-nisa ikun ta' Nurse u żewġ N/aids (care workers).
- Fid -dining Room wara xhur mingħajr l-apparat li jżomm l-ikel shun li issa issewew, għad baqa x'jirraᅡa u nibqgħu ninsistu fuq servizz aħjar.
- L-MUMN reġgħet kitbet lill-awtorità responsabbli fuq il-kwestjoni tal- 'partimers' li jieħdu 'vacational leave' bis-sieġħat.

George Mallia
Chairperson-SVPR

Sptar Generali T'Għawdex

• Fil-bidu ta' Marzu 2000 ktibna lis-sur John Cremona - Direttur Customer Services, fuq ordni li taw lin-Nurses biex jagħtu rendikont ta' x'kienu r-raġunijiet, li matul is-sena 1999 hadu aktar minn 20 ġurnata 'sick leave'. Fin-nuqqas li ma' jagħtux raġunijiet, il-'Vacation Leave' li kien baqgħlhom ta' l-istess sena ma kienx se jiġi approvat. Dan imur kontra l-ftehim iffirmat mal-gvern f'Dicembru 1998, fejn fost affarijiet oħra jistipula li l-'vacation leave' huwa trasferibbli minn sena għall-oħra. Anzi l-ewwel għandu jittiehed il-'vacation leave' tas-sena ta' qabel. Baġħtna kopja lis-super ta' l-isptar, Dr. A. Livori u oħra lis-sur Joe Izzo, Direttur MPO.

• Innutajna li l-'overtime' ilu ma' jithallas minn Novembru 1999, u dan hu inaċċettabli. Nurses li hadmu 'overtime' għandhom jithallsu mill-anqas kull xahrejn. Jekk hemm xi 'policy' ġdida fuq 'overtime' ġewwa l-isptar ġenerali t'Għawdex, din għanda tkun indikata. Mhix haġa tajba li lill-impjegat tgħidlu biex jidħol 'overtime' u imbagħad idum biex jithallas ix-xhur! Il- 'management' għandu d-dmir jara li problemi ta' din ix-xorta ma jinħolqux għax dawn johloq ċertu apatija fost l-impjegati.

• Komplu għatu l-appoġġ taġħkom lill-MUMN u thallu-lil hadd jifridkom. Fejn hemm l-unjoni, hemm id-determinazzjoni u s-saħħa.

Atanasia Defiorfia
Chairperson- Sptar Ġenerali Għawdex

Sptar San Luqa

Wara laqgħat li ufficjali tal-MUMN kellhom mall-ufficjali tal- 'Leaves & Salaries Section' fl-isptar ġie stabilit li 'partimers nurses' ta' l-festi pubbliċi jibdew jithallsu b'rata ta' doppja u nofs (pro-rata) kif suppost. dan sar skond ċirkolari ta' l-MPO datata 8 ta' Lulju 1999. Dawn in-nurses anke ingħataw l-arretrati dovuti lilhom fil-paga ta' Dicembru 1999. Il-kumlament ta' l-arretrati se jingħataw ukoll. Ġiet aġġustata ir-'Rate of Pay' ta' dawn il-festi pubbliċi skond kif titlob l-imsemmija ċirkulari.

Saru wkoll talbiet biex dawk il-'part-timers' nurses li jahdmu 1880 siegħa jingħataw l-'increment' dovuti lilhom. Dawn ukoll se jrin jingħataw kif suppost.

Tommy Dimech
Chairperson- SLH

jaqbad min paġna 10

Messaġġ mis-Segretarju Generali

Services biex b'hekk dak li nitgħallmu u nesperjenzaw matul il-kors taġħna fl-Institute of Health Care nibdew verament inwettquh b'abilita fuq il-post tax-xogħol bir-riżultat aħhari u ewlieni ikun dak li l-pazjent jibbenefika aktar f'dik li hija approach, kura, riabilitazzjoni u kuntatt.

Kullhadd jaf kemm ix-xogħol fis-swali, speċjalment fl-Isptar San Luqa żdied u dan tippruvah tajjeb hafna l-istatistika tal-Gvern. Barra li l-proċeduri terapewtiċi u investigattivi żdiedu u ġew introdotti oħrajn ġodda, il-ġranet li pazjent joqgħod l-isptar naqas bil-konsegwenza li l-pazjent ikun aktar 'demanding' u turnover li tkun dejjem akbar. Ma dan kollu b'rata mgħaġġla qed jizdiedu n-numru ta' Konsulenti fis-swali. Dan spiss qed johloq aktar stress fuq in-Nurses ul-Midwives għaliex it-talbiet qegħdin dejjem ikunu aktar differenti b'kompetizzjoni u spiss jiġri li n-Nurse jew l-Midwife tispicċa fin-nofs tiġġebbed naħa jew oħra kif ukoll biex jintbagħat xi messaġġ lil xi Kollega. L-MUMN qed issegwi mill-qrib b'attenzjoni kbira din is-sitwazzjoni u żgur se tara li kemm in-Nurse kif ukoll il-Midwife se tkun fin-numru tajjeb ta' compliment biex tkun tista tlahħaq mad-domanda tas-servizz professjonali li ridu ngħatu lill -pazjenti u l-'mothers' taġħna. ●

A lifetime Experience

Since the days of the apparitions of Our Lady to Saint Bernadette in 1858, Lourdes has seen a steady increase of Pilgrimages every year. People from every corner of the world, using every means of transport, have made the arduous journey to Lourdes, where they have found peace and consolation in the grotto of the apparitions.

This grotto, dominated by the white statue of the Virgin and illuminated by hundreds of candles, is the very heart of Lourdes. Here, every visitor experiences the same magnetic force, which attracts everyone to it. As a nun carrying her cross of very poor health, Bernadette always said, 'The Grotto was my Heaven' Over the years thousands of miracles and cures have been attributed to this grotto and the miraculous water which flows from its spring, however just over sixty have been confirmed by the Roman Catholic Church.

The Maltese Society for the Transportation of the Sick to Lourdes, founded in 1933, organizes an annual National Pilgrimage for over one hundred and forty pilgrims including sick and other persons with special needs, who require financial assistance. The administrative part of the Society is taken care of by a voluntary committee, which in turn depends on a group of dedicated Helpers from all walks of life, officially known as the 'Barellieri' and 'Dame di Carita'

The Maltese National Pilgrimage to Lourdes, usually held towards the end of July, leaves Malta by air for a short stay in Rome. Here, the pilgrims are taken to view the most important sights of Rome and visit its Basilicas. An audience

with H.H. the Pope is always one of the focal points of the pilgrimage. Everybody usually finds time and help to do some shopping.

The train journey to Lourdes, which normally takes seventeen hours, is made on a special private train. Here the Maltese Pilgrimage joins the Italian Pilgrimage from the Naples region and from here on, both Pilgrimages become one. On board the pilgrims are accommodated in compartments where they are kept as comfortable as possible throughout the journey. Breakfast, lunch and supper are given on board and everybody gets some sleep on the compartment beds. During the journey, everyone can participate in the Holy Rosary, Holy Mass and Eucharistic Procession on the audio system.

Upon arrival in Lourdes, the pilgrims are accommodated in a hotel or in a hostel, which fully caters for those persons with special needs. The four days spent in Lourdes have a fully organized program: Holy Mass is attended daily in the Sanctuaries. Pilgrims participate in the Sacrament of Reconciliation, pray in the Grotto, participate in the Way of the Cross and Eucharistic Procession, and in the evening take part in the impressive but very devout Torchlight Procession where thousands of people sing their faith in unison, pray and give thanks for this life.

Throughout the pilgrimage, sick pilgrims and persons with special needs are lovingly taken care of by the Society's volunteers, be it Priests, Doctors, nurses, Barellieri or Dame. Most of the voluntary helpers who join the Pilgrimage to be of service to the sick pilgrims, come back year after year



because Lourdes allows them to live out their Christian vocation by being of service to others.

Lourdes is associated with welcoming the sick and handicapped. It is a place where all live together in the joy of the Gospel. Each recognizes each other's values, dignity and ability. All are one in Christ. Here in Lourdes patients and helpers meet each other in an atmosphere of celebration. We ask Mary to pray for us. She is there with us. She listens because of the smiles exchanged, the appreciated gestures, the shared prayers and the bonding of friendships made, the Pilgrimage gives strength and hope to everybody to live the ups and downs of everyday life.

It is with regret and many a tear that the Pilgrimage bids an emotional 'Au Revoir' to the Holy Virgin in the grotto, but the peace, serenity and joy within everybody is the miracle confirmed by all who return from a Pilgrimage to the Land of the Madonna.

The forthcoming Pilgrimage of the Society leaves Malta on the 28th July. Sick persons and others with special needs as well as all those interested in the Society can contact the Society by phoning weekday mornings on telephone 225303 or by contacting Mrs. Marilyn Attard on Telephone 345523. ●

LIFE CYCLE

Jiena, Tony Bugeja, naħdem bhala Nursing Officer fir-Renal Unit u nixtieq naqsam magħkom żewġ avvenimenti importanti li għaddej minnhom is-sena li għaddiet, jiġifieri s-sehem tiegħi fil-Kampanja Life Cycle u l-premj u li nġhatajt bhala l-Haddiem tas-Sena.

Il-moħħ ta' wara il-Kampanja Life Cycle kien Alan Curry li huwa r-raġel ta' Carmen li bdiet id-'dialysis' f'Dicembru 1998. Dan tant hassu kuntent bit-trattament li hadet martu li xtaq joffri xi haġa hu lir-Renal Unit u wera x-xewqa tiegħu li johloq proġett biex b'hekk jizdiedu il-fondi għar-Renal Unit. Il-proposta ta' Alan kien li erba' ciklisti jaqdfu aktar minn 3000 km tul l-Ewropa fi żmien 21 ġumata, haġa li qatt ma saret qabel. Meta avvicinani Alan, għall-ewwel ma tantx hadtu bis-serjeta iżda dan baqa' jinsisti u meta talabni biex inkun wieħed miċ-ciklisti, hemmhekk naħseb indunajt kemm kien serju fil-hsieb tiegħu. Ma aċċetajtx mill-ewwel għax kont naf li kont diehel għal sfida kbira li kienet titlob impenn shiħ iżda wara hafna hsieb u wara li tkellimtha mal-mara tiegħi, aċċetajt. Dan għamilu għax hassejt li, bis-sehem attiv tiegħi, tinghata aktar kredibila lill-kampanja kif ukoll tghin biex jintlaħqu l-għanijiet tagħha.

Il-kampanja 'Life Cycle' inħolqot primarjament biex jingabru l-fondi għar-Renal Unit u b'hekk aktar pazjenti godda jkunu jistgħu jgawdu minn dan it-trattament kif ukoll tonqos it-tbatija tal-pazjenti li jkunu qegħdin jiehdu t-trattament tad-'dialysis'. Iżda din il-kampanja kienet ukoll ser iġġib għarfien aktar għal-mard tal-kliewi kif ukoll solidarjeta mal-pazjenti mhux biss tal-prezent iżda anki dawk tal-futur. Barra minn hekk, din il-kampanja kienet ukoll ser tghin biex tinbidel xi ftit il-kultura tal-Maltin fejn ikunu lesti jghinu għall-isptarijiet tagħhom u mhux dejjem jistennew kollox b'xejn u fl-inqas żmien possibli.

Għamilt aktar kuraġġ hekk kif il-kampanja nġhata l-approvazzjoni tal-Ministru tas-Saħħa kif ukoll tax-

'Shadow Minister' tas-Saħħa. Hdimt hafna fl-Organizzazzjoni tal-Life Cycle u barra li kont immur nitkellem fuq diversi stazzjonijiet tar-radju u tat-televizzjoni, kont ukoll immur personalment biex niltaqa' ma' kapijiet ta' kumpaniji li dawn setgħu jghinu direttament fid-donazzjonijiet għal din il-kampanja.

Minn meta aċċetajt li ninghaqad mat-team tal-Life Cycle, tista' tghid li ddedikajt il-hin liberu tiegħi għal-Kampanja 'Life Cycle', kultant anki b'sagrificju personali u tal-familja tiegħi. Barra minn hekk, kelli wkoll nittrenja bl-aktar mod rigoruż, kultant anki darbtejn kuljum. Forsi l-aktar li hassejt iebsa kien li kuljum kont irrid inqum fil-hamsa ta' filgħodu biex immur għat-'training' biex b'hekk inkun nista' nidhol għal din l-isfida tremenda li naqdef 3200 km bir-rota fi żmien 21 ġumata. Din l-isfida kienet ser tkun aktar iebsa mhux biss għaliex qatt qabel hadd ma prova jagħmel distanza daqshekk kbira fi ftit daqshekk żmien, iżda għaliex kienet ser tkun fl-Ewropa, jiġifieri bogħod mid-dar u mill-familja, speċjalment mit-tfal tiegħi.

Matul l-avventura tagħna, l-aktar haġa li hassejt iebsa kienet is-solitudni tul dawk is-sieġhat kollha li konna nkunu qegħdin naqdfu. Ma konniex nistgħu noqgħodu tnejn hdejn xulxin għax dlonk jibdew ipaqqqu il-karrozzi u għalhekk konna nispiċċaw wehidna, taħseb biss mingħajr ma tista' tghid kelma. Kont niehu r-ruħ x'hin konna nieqfu iżda kultant dan ma konniex nagħmluh qabel xi tmien sieġhat jew aktar. Aħna konna nivvjaġġaw sal-Camp Sites. Iżda dawn ġieli kienu jkunu l-bogħod hafna u mhux l-ewwel darba li wassalna



hemm fit-tmienja ta' filghaxija meta konna nkunu ilna li bdejna mit-tmienja ta' filghodu b'waqfa biss biex nieklu u dik ukoll kienet tkun iebsa hafna biex terga tibda wara li tkun trejjaqt u hadt break zghir. Meta konna naslu fil-Camp Site, konna imbaghad irridu narmaw il-Kamp, ninhaslu, nahslu il-hwejjeg u nistennew l-ikel isir, imbaghad kwazi mill-ewwel nahsbu biex norqdu speċjalment meta naslu tard.



Hassejt hafna in-nuqqas tal-familja u kienu jaqbduni dwejjaq kbar hekk kif inkun fuq ir-rota u nara familji flimkien sejrin il-quddies nhar ta' Hadd jew jiddevertu flimkien. Ghalkemm kont naf li kienet ser tkun iebsa izda ma kontx nistenna daqshekk u kienet biss l-għan tal-Kampanja li kienet tatini buttatura l-quddiem meta kont nahbat ser naqta' qalbi.

L-aktar ta' sodisfazzjon għalina kien, meta mexxilna nilhqu il-"Passo di San Goddardo" fuq l-Alpi u hemmhekk rajna xena tal-genn wara li konna ilna telghin xi ghaxar kilometri (qisu mill-Belt sa Birzebbugia - telgha biss), u meta mexxilna nispiċċaw jumejn qabel u kellna merħba liema bhala min-nies ta' Haydon Bridge - il-post fejn joqghodu nies Alan. Dik ix-xena ma ninsieha qatt.

Illum il-gurnata huwa ta' sodisfazzjon kbir li l-kampanja 'Life Cycle' kienet ta' success anki jekk ma dahlux fondi kemm xtaqt jien u l-kumpliment tat-team tal-Life Cycle. Fil-fatt, kellna hafna ghajnuna wara li gejna mill-KSU, mill-Friends of St. Luke's, mill-E.U. Delegation of the European Commission u mis-Souverign Military of Malta, u hawnhekk nixtieq niehu l-opportunita biex niringrazzja lil dawn l-Organizzazzjonijiet u lil kull min ta' sekmu biex din il-Kampanja tkun success.

Ftit wara li gajt lura, avicinani Colin Galea - is-segretarju tal-MUMN u qalli li kienu ser jinnominawni għall-premju "Haddiem tas-Sena". Jien accetajt izda ftit hsibt fuqha, l-aktar ghax dhalt b'ruhi u gismi ghax-xoghol wara li kont ilni kwazi xahar nieqes mill-Unit. Ghadda z-zmien u lejlet ic-celebrazzjoni gajt mistieden biex immur il-Malta

Shipbuilding u Itqajt ma' l-ohrajn li gew nominati. Hassejt ammirazzjoni kbira lejhom ghax kollha kienu qeghed iwettqu xoghol importanti għall-gid tal-post tax-xoghol kif ukoll għas-soċjeta Maltija.

Wasal l-ghada, u tlajna fuq il-palk hekk kif prezentawna. Meta kien ser iħabbar ir-rebbieh, ic-Chairman beda billi qal "Huwa raġel, għandu anqas minn erbghin sena" u jiena biex niccajta dort lejn ta' hdejja u qatlu "Ghadna gewwa" izda mbaghad meta kompli "Huwa infermier u jahdem fir-Renal Unit", nahseb li kieku splodiet bomba, ma kontx nistghageb daqshekk. L-ebda kliem ma jista' jiddiskrivi dak il-mument u bqajt ma nistax nemmen anki wara c-celebrazzjoni meta hafna u hafna nies gew jawgurawli. Wasalna d-dar fis-siegħa ta' filghodu u laqghuni t-tfal iwerzqu "Irbaht Papa, irbaht!" Kien mument inkredibli u lejla ohra li ma ninsieha qatt.

Jiena nhossni kburi ferm li rbaht dan it-titlu hekk prestigjuż izda dan l-unur ma rbahtux bis-sahha tiegħi biss. L-ewwelnett zgur ma kontx ser nirbhu minghajr il-fiducja li wrew fija l-Kumitat tal-MUMN meta nnominawni u minghajr l-appogg li dejjem kelli mill-familja tiegħi, speċjalment meta kont qiegħed naghmel it-training u meta kont imsiefer. Barra minn hekk, fix-xoghol siewi li ghamilt matul s-snin, jiena dejjem kelli l-ghajnuna ta' shabi li dejjem hdimna bhala team mhux biss għall-kura medika tal-pazjent izda kif nistghu noffru kwalita ta' hajja ahjar lil pazienti tagħna. Fix-xogħol tagħna, it-teamwork għandu jkun ta' prijorita ghaliex tikseb rizultati ferm ahjar meta tahdem id f'id ma haddiehor u mhux taqdef għar rasek. ●

“ESTACODE”

L-EWWEL KAPITOLU

F'harġa oħra tal-“MUSBIEH” għedna li l-Estacode huwa ġabra ta' regolamenti li xi whud minnhom huma antikwati jew mhux kompattibli għaż-żmien tal-lum. Dan il-fatt ma jnaqqasx il-bżonn li kull haddiem tal-Gvern ikun jaf sewwa x'fih dan il-ktieb. L-ewwel Kapitolu jittratta dwar kif għandu jinżamm in-numru ta' haddiema f'kull Dipartiment, dwar kif wiehed jiġi mpjegat mal-Gvern, u kif jinghataw il-promozzjonijiet.

F'dan il-Kapitolu nsibu xi regolamenti li m'għadhomx jintużaw. Hemm regolamenti li huma utli hafna u li kieku kellhom jinżammu bis-serjeta' li huma miktuba kieku ma jkunx hawn dawn is-suspetti kollha ta' irregolaritajiet dwar impjegi u promozzjonijiet fis-Servizz mal-Gvern.

L-EWWEL PARTI:- F'din il-parti nsibu b'mod ġenerali:-

- Dwar kemm għandu jkun in-numru ta' haddiema f'kull dipartiment.
- Dwar min għandu l-poter jimpjega haddiema mal-Gvern u jgħati promozzjonijiet.
- Dwar proċeduri kif isiru l-promozzjonijiet.
- Dwar il-proċeduri ta' Bord tal-Għażla.
- Dwar kif isiru petizzjonijiet rigward impjegi u promozzjonijiet.
- Dwar dokumenti li għandhom jintbagħtu lill-Kummissjoni dwar is-Servizz Pubbliku.
- Dwar kif isiru l-ittri tal-hatra.
- Dwar id-dati tal-hatra.
- Dwar id-dmirijiet tal-haddiema.

IT-TIENI PARTI:- Din il-parti tittratta dwar dhul fis-Servizz tal-Gvern:-

- Kif jiġu magħżula l-haddiema mpjegati ġodda.
- Kif isir reklamar ta' vaganzi.
- Prova tan-Nazzjonalita(Nationality) ta' l-individwu.
- Prova tal-Kondotta.
- Prova dwar l-istat tas-sahha tal-individwu.
- Prova dwar l-eta'.
- Kundizzjoni dwar il-projbizzjoni ta' impjieg (part-time) fil-privat.
- Impjieg bil-kuntratt.
- Skemi ta' rekluttaġġ.
- Rapport kull perjodu dwar in-numru ta' haddiema f'kull dipartiment, dwar ċaqlieg minn dipartiment għall-iehor, dwar haddiema li spiccaw mis-servizz, jew hadu promozzjoni.

IT-TIELET PARTI:- Din il-parti tittratta dwar il-promozzjonijiet u fost affarijiet oħra nsibu:-

- Definizzjoni ta' xi tkun promozzjoni.
- Rapport f'perjodi regolari dwar l-impjegati (PRR).
- Proċeduri dwar promozzjonijiet, petizzjonijiet, u mili bla dewmien ta' vaganzi.
- Kif titqies l-anzjanita' (seniority).
- Id-dmirijiet wara promozzjoni.

F'dan l-ewwel kapitolu nsibu wkoll madwar 12- il appendiċi. Dawn l-appendiċi hafna minnhom huma gwida għal min jahdem fil- 'personnel' imma oħrajn jikkoncernaw lill-haddiema kollha.

Bħala eżempju nsibu li appendiċi 7 u 8 jgħatu definizzjoni dwar id-dmirijiet tal-biċċa l- kbira tal-haddiema tal-Gvern (għalkemm hafna drabi dawn id-definizzjonijiet ma huma ċari xejn).

Mhux possibbli li fil-qosor wiehed jgħati dettalji dwar is-suġġetti kollha li jittratta l-ewwel kapitolu. Biżżejjed wiehed jgħid li dan il-kapitolu fih madwar 60 paġna tal-Estacode.

Is-suġġetti trattati f'dan l-ewwel kapitolu huma ta' l-akbar importanza għal haddiema u l-kapijiet tad-dipartimenti. Imma jidher li l-fama xejn tajba li għandu l-Estacode ġejja l-aktar għaliex kontinwament ir-regolamenti f'dan il-kapitolu jiġu mdawra skond kif jaqbel lill- Gvern u m'hemm konsistenza.

Iż-żewġ suġġetti fundamentali li jirregola dan l-Artikolu huma l-aktar regoli abbużati - l-impjegi ġodda mal-Gvern u il- promozzjonijiet. S'issa l-ebda ufficjal għoli mal-Gvern ma ġie ddixxiplinat minhabba li ma osservax r-regolament ta' dan l-artikolu.

Huwa sigriet mgharuf li n-numru ta' mpjegati fid-dipartimenti huwa żejjed f'xi gradi u nieqes fi gradi oħra. Hafna haddiema jagħmlu xogħol mhux skond il-grad tagħhom. Il-promozzjonijiet rari jinghataw bil-haqq u s-sewwa.

Sabiex jinqata' n-nepotizmu u l-indhil politiku hemm sistema ta' Bordijiet ta' l-Għażla. Ftit huma dawk li għandhom fiduċja li dawn il-bordijiet qeghdin jaqdu sewwa d-doveri tagħhom. Xi whud jahsbu li dawn qeghdin bħala paraventu biex jahbu n-nepotizmu u l-indhil politiku fis-servizz.

Minn żmien għal żmien jinholqu sistemi biex kull sena jsir rapport dwar il-haddiema u x-xogħol tagħhom. S'issa għadha ma nstabilitx sistema adekwata li tgħati stampa vera dwar kull impjegat.

Jekk haddiem irid li jiehu dak li haqqu m'għandux mezz iehor hlief li jidhol membru f'union serja.

Alfred Vella

Il-Moda ta' l-Etika

Nistghu ngħidu li anke l-Etika dahlet fil-modi. Fid-dinja tal-lum, kulhadd jiddelitta bl-Etika. Insibu l-Etika tal-politici, tal-professjonisti, fosthom ta' l-Avukati u t-tobba, anke tan-'Nurses' u l-qwiebel. Insomma, kulhadd izeffen din il-kelma fin-nofs, forsi kif jaqbel lilu. Fil-fatt, insibu li l-ideja propja ta' l-Etika għadha mhix cara fil-moħħ u fl-għemil tal-bniedem. Insibu wkoll, mela mhux l-ewwel darba, li l-kelma ta' l-Etika tiġi abbużata.

Meta nsibu l-abbuż ta' l-Etika ifisser haġa, li ta' min jagħti kasha bis-serjeta'. Dan ifisser li l-ideja, jew aħjar, il-mentalita tar-rispett lejn id-dinjita tal-bniedem il-milja tal-livell proprju tagħha. Illum il-Gurnata d-dinjita' tal-bniedem insibuha, gie li mkassbra u anke forsi mwaqqa' għaċ-ċajt.

Dan jiddependi minna lkoll. Ahna ridu nibdew minna stess. Irridu Nibdew Nirrispettaw id-Dinjita' tal-Persuna Tagħna. Fil-hajja, meta tibda tirrispetta lilek innifsek haddiehor jibda jirrispettak, f'kollox hekk.

U hawn nistghu nifhmu aħjar id-dritt ta' kull Persuna Umana. L-ewwel dritt u valur li tgħix ta' Persuna.

Kulhadd jiġġielel għad-Drittijiet. Irridu niftakru haġa: Mad-Drittijiet għandna d-Dmirijiet. Kull persuna tixtieq li tesprimi d-drittijiet tagħha, iżda sfortunament mhux kull persuna titkellem fuq id-dmirijiet tagħha. Għedt hekk, għaliex id-dritt u d-dmir huma miktubin fil-qalb tal-bniedem. Din hi l-liġi Naturali.

Tajjeb li niftakru dan, għaliex hemm min jew ma tantx jagħti valur lid-dmir fil-hajja, jew għaliex ma jaqbillux jagħtih valur.

Hawn ahna irridu noqgħodu attenti, għaliex Kull Darba li Ahna Nonqsu mid-Dmir tagħna, Inkunu Qed Innaqsu d-dritt ta' Haddiehor.

Mela, huwa importanti li mhux biss nitkellmu u niktbu dwar l-Etika, iżda fuq kollox li Nifhmuha u Ngħixuha ma' Kulhadd u Kullimkien.

Bl-Etika, bl-Imġieba Tajba u kif Għanda Tkun, Kulhadd Ikun Jista' Jgħix Kwalita' Aħjar ta' Hajja.

Fr. John Vella
ofm. cap
 S.Th.Lic.
 (Pastorale Sanitaria)

SKIN DISINFECTION



MediScrub

Lathering Skin Scrub Solution
 MediScrub is a skin pH (5.5) Skin-Scrub Solution with anionic and amphoteric surfactants and 1% Triclosan skin disinfectant. Highly effective against Gram-positive and Gram-negative bacteria as well as yeasts, fungal, viral, mycobacterial, sporal micro-organisms and particularly effective against MRSA. Contains skin humectants to counter the skin drying experienced with ordinary surgical scrubs. Long lasting remanent quality ensures progressive build-up of protection when hands are washed frequently. Ideal for all hand hygiene applications requiring the highest level of cross infection control. Available in 500ml dispenser bottles and 5 litre economy packs.



MediHex-4

Scrub Solution
 The standard hospital specification skin scrub containing 4% Chlorhexidine Digluconate BP. Proven effective against bacterial, fungal and viral organisms. Available in 500ml and 5 litre economy packs.



MediDine

Lathering Scrub Solution
 A 7.5% Povidone-Iodine solution with non-ionic surfactants. Proven effective against Gram-positive and Gram-negative bacteria, fungi, protozoa, viruses and bacterial spores. Available in 500ml and 5 litre economy packs.



TeguSept

Bactericidal Skin Barrier and Moisturising Lotion
 TeguSept is a bactericidal skin, moisturising and barrier lotion containing silicones, lanolised humectants and Triclosan. Forms an "invisible glove" keeping skin protected from invasive micro-organisms. Particularly effective against MRSA. Easy, non-greasy, swift drying application. Protects hands against glove induced skin conditions. Pleasingly fragranced with gentle but powerful disinfectant qualities. Available in easy to use 200ml and 500ml dispensing bottles.



TriGel

Alcohol Gel
 For long lasting rapid action skin disinfection, TriGel is extremely effective on previously scrubbed hands to maintain peak anti-microbial protection. Fast effective treatment by 70% Ethyl Alcohol. Long lasting remanent effect. Gel formulation inhibits evaporation to prolong disinfectant quality. Easy to use and ideal for "on the move" applications where soap and water may not be readily available. Ideal for swift hand disinfection between patients. Available in easy to use 200ml and 500ml dispensing bottles.

EJJEW NIEQFU FTIT...

"When I drink, everybody drinks," yelled a man in a bar as he summoned everyone to the counter. After finishing the first he said, "When I take my second drink, everybody else does the same." Again everybody drank a second gratefully. Then the man placed some money on the bar and said, "When I pay, everybody else pays."

An astrologer once predicted to a woman, who was expecting:
 "If your baby is born on a Wednesday, it will be a boy. if it is born on a Friday, it will be a girl."
 The woman, however, gave birth on a Thursday. She had twins- a boy and a girl.



"YOU'VE GOT A GOOD SET OF EARDRUMS."

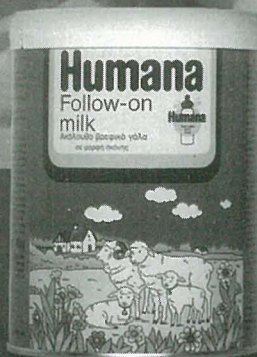
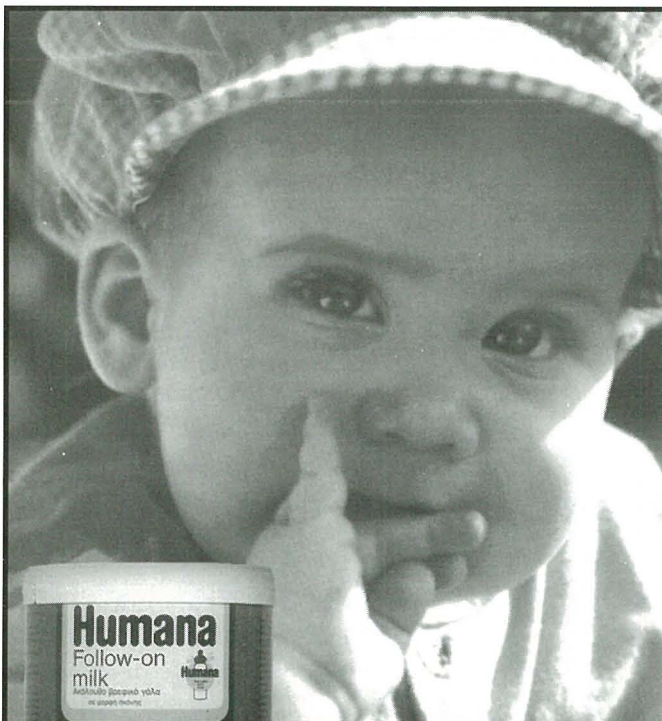
Marda Qerrieda

Rajtek mixhut hemm f'sodda maghdur
 B'mohhok mifxul b'elf fehma miksuri.
 Qalbek maghfusa, mnikkta u midruba,
 B'wiccek bajdani bhal xwejha maghtuba.
 Ghajnejk izellgu dmugh helu li jserrah;
 Nifsek maqtugh, mrieghed, mahnuq.
 Tbiggi kull wiehed imdawwar madwarek.
 Titqalleb u ddu biex forsi isserrah
 Ftit gismek imsajjar, mrieghed, mitluq;
 Tipprova xufftejk itharrek bi hgarek.

Il-marda qerrieda, hekk kiefra w rebbieha
 Li hadd ma seta' jtemm gwerrietha.
 Ghalkemm kull arma gdida jew xiha,
 Giet intuza ta biex tghinek teqridha.
 Nahseb li l-kalci int xrobt sal-qtar
 U ma kienx fadal qatra mmar.
 Il-qrusa tieghu rajtek tistmeru;
 Grizmejk hekk xotti, jikwu bin-nar.
 U kollox kien jidher daqs is-silg car
 Li l-fjur ta' hajtek, jinsab fic-čpar.

Kien fadal wiehed li seta' jghinek;
 Hekk kollu mhabba ntefa' hdejk.
 Inti haristlu, b'harsa ta' hniena
 U hu tbissimlek, messlek haddejk.
 Bi kliem li jfejjaq kull mard jew dnezza,
 Hu beda jqanqlek b'tama minn gewwa.
 Meta hekk fl-aħħar is-serh sibt gewwa,
 Int tlaqt did-dinja ghal aktar hlewwa.

Michael Dingli



Humana
 The Follow-on Feed
 Trusted by Millions

Trade Enquiries: Impex Limited, 1, Impex Court, Triq Ta' Mellu, Mosta
 Tel: 411355, 432257 Fax: 433305

Private Retirement Plan

the wiser part of getting older



Making the right decisions at the right time is essential. Thinking ahead is a must. The Private Retirement Plan from HSBC Life offers you the opportunity to do both.

It is a modern style investment package with potential long-term benefits, which can be reaped in those years you cannot yet imagine.

Call us today and we'll guide you through the possibilities and help you to understand that a retirement plan is not necessarily about retiring but about putting your money in areas of higher potential growth.

HSBC Life Assurance (Malta) Ltd.
53, Mediterranean Buildings,
Abate Rigord Street, Ta' Xbiex MSD 12, Malta
Tel: (356) 340592 Fax: (356) 341501

www.hsbcmalta.com
Freephone 0800 77 44 44

HSBC 

YOUR WORLD OF FINANCIAL SERVICES

HSBC Life Assurance (Malta) Ltd. is licensed by MFSC. The value of Investments, including the currency in which they are denominated and hence of your Private Retirement Plan may go down as well as up. Investments in foreign currency are subject to exchange control regulations.



Wyeth*
PROGRESS*

The smart milk to grow on
**the right start for
a healthy heart**

Children 1-4 need proper nutrition for their physical and mental development.

Progress provides:

- *A healthy source of calories for energy*
- *Protein for healthy growth*
- *Far less cholesterol than cow's milk*
- *Iron and Calcium plus 22 more important vitamins and minerals*

**Ask your doctor or pharmacist what you can do to be sure
your child gets proper nutrition every day.**



For further information, please contact:
Vivian Commercial Corporation Ltd., Msida Tel: 344610

C H A R D O N N A Y



Marsovin