

MEMORANDUM FOR THE CABINET

BY THE MINISTER OF HEALTH

Salary of Principal Medical Officers and Senior Medical Officers

The Medical Association of Malta have been pressing for an appropriate rate of salary to be established for Principal Medical Officers and for the salary recommended by the Salaries (Anomalies) Commission for the Senior Medical Officer and the Senior Health Officer to be paid to the Senior Medical Officer.

As Ministers are aware a reorganisation in the Department of Health took place in April 1969 i.e. prior to the publication of the report of the Salaries (Anomalies) Commission. This reorganisation provided for a change in the designation of the Senior Medical Officer and the Senior Health Officer to Principal Medical Officer. A grade of Senior Medical Officer at a lower level was also created, this grade was to include the Senior Occupational Health Officer, who was then graded at Senior Consultant level, and the Deputy Senior Medical Officer, who was then graded at Consultant level. The unrevised salaries established for the posts in question were £1600 for the Principal Medical Officer and £1500 for the Senior Medical Officer.

In Appendix 29 of the Salaries (Anomalies) Commission report the Commission made it clear that the salaries for the medical posts were established on the basis of the organisation existing prior to the reorganisation and that it was therefore making its recommendations in relation to the ante-reorganisation period. As the posts were considered by Establishments and Finance to be substantially those which existed before the reorganisation period the revised salary proposed by the Commission for Senior Medical Officer and Senior Health Officer, namely £2340, was paid to the Principal Medical Officer and the revised salary proposed by the Commission for Senior Consultants without private practice, namely £2270, was paid to the Senior Medical Officer grade. Act XIV of 1969 which further amended the Medical and Health (Constitution) Ordinance (Cap. 148) laid down the duties of these two grades. These duties differ in certain respects from those laid down in the Original Ordinance, some of the duties formerly carried out by the second level of staff in the department (i.e. the Senior Medical Officer and the Senior Health Officer) being assigned to the new grade of Senior Medical Officer. Annex 'A' gives details of the original duties and Annex 'B' gives details of the duties as revised. The Medical Association of Malta contends that once the new grade of Senior Medical Officer is broadly carrying out the duties formerly performed at a higher level then the salary proposed by the Commission for the Senior Medical Officer and the Senior Health Officer, i.e. £2340 should be paid to the grade of Senior Medical Officer while a salary should be established for the Principal Medical Officer who has duties different to those originally performed by the Senior Medical Officer and the Senior Health Officer.

There is a good deal of justification in the claim put up by the Medical Association of Malta and Establishments and Finance agree that it is logically difficult to resist this claim. They also feel that any change in the salaries recommended by the Salaries (Anomalies) Commission could have repercussions in other sectors of the civil service at the same level. They consider however, that the most which can be offered is a salary of £2400 to the Principal Medical Officer and of £2340, as recommended by the Commission for the Senior Health Officer and the Senior Medical Officer, to the new grade of Senior Medical Officer.

Ministers are asked to approve that the salary of £2400 be fixed for the Principal Medical Officer and the salary of £2340 for the Senior Medical Officer and that the Medical Association of Malta be informed accordingly.

Medical & Health (Constitution) Ordinance (Cap. 148).

Powers and
duties of Senior
Health Officer

15. (1) The Senior Health Officer shall be the executive officer for health administration.

(2) He shall supervise and control the observance of the sanitary laws and regulations, and the work of the health personnel and shall be responsible for the training of such personnel.

(3) He shall perform the duties delegated or assigned to him by the Chief Government Medical Officer and such other duties as are or may hereafter be assigned to him by or under any law or regulation.

Powers and
duties of Senior
Medical Officer

16. (1) The Senior Medical Officer shall be the executive officer for medical administration.

(2) He shall supervise and control the organization, administration, equipment and staffing of hospitals and other medical establishments and services of the Department, and other matters related thereto.

(3) He shall perform the duties delegated or assigned to him by the Chief Government Medical Officer and such other duties as are or may hereafter be assigned to him by or under any law or regulation.

Act XIV/69

Medical & Health (Constitution) Ordinance (Cap. 148).

"Powers and duties
of Principal Medical
Officers

15. (1) It shall be the duty of the Principal Medical Officers to assist the Chief Government Medical Officer and the Minister in the planning, direction, development and administration of the health services.

(2) The Principal Medical Officers shall moreover -

- (a) deal with international health matters and relative commitments;
- (b) propose and formulate any such legislative measures as may be necessary in relation to health services;
- (c) control, supervise, and coordinate the organisation and administration of the health services; and
- (d) perform such other duties as may be delegated or assigned to them by the Chief Government Medical Officer or as may be assigned to them by or under any law or regulation."

Substitution of
section 16 of the
principal law

11. For section 16 of the principal law there shall be submitted the following:

"Powers and
duties of
Senior Medical
Officers.

16. (1) The Senior Medical Officers shall be the executive officers in the administration of the health services and shall in the execution of their duty, be responsible in particular for the conduct of -

- (a) the environmental and public health services including the personal health services;
- (b) the occupational health services, including radiological protection and air pollution control; and
- (c) other community health services, including the district medical service.

(2) The Senior Medical Officers shall moreover perform such other duties as may be delegated or assigned to them by the Chief Government Medical Officer or by any Principal Medical Officer, or as may be assigned to them by or under any law or regulation."
