

MEMORANDUM FOR CABINET
BY THE HON. MINISTER OF HEALTH
ON THE MALTA MEMORIAL DISTRICT NURSING
ASSOCIATION (M.M.D.N.A.)

The Association was formally inaugurated on the 25th November, 1945 after a certain amount of preliminary work had been done between 1942 and 1945 by the promoter Capt. Robert Ingham. The object was of providing a domiciliary nursing and midwifery service in Malta & Gozo.

It was foreseen from the start that the income derived from various sources would not for many years ahead match the heavy expenses of this service.

In 1949-50 a grant of £1,000 was first made by the Government, it was reviewed and increased at various intervals and at present it stands at £6,000 per annum - just over 1/3 of the total revenue of the Association.

The main sources of revenue of the Association are: the Government grant, subscriptions, interests on trust fund and from stocks, nursing fees, and proceeds from appeals, donations, shows and badge days.

The main items of expenditure are the salaries and wages (very nearly $\frac{1}{2}$ of the whole expenditure), transport, contributions to gratuity, insurance and personal accident schemes, and other various minor items e.g. telephones, postage, stationery, interest on loan etc.

The Association has subscribers scattered all over the Island numbering 8787. In addition, there were 1319 firms as subscribers. These figures are correct as on the 31st August, 1966 (Statement A).

Visits are paid to all parts of the Island and the total for 1965 at 133,832 is certainly impressive as it works out at an average of 6,080 per nurse - including also the Superintendent and the assistant nurses (part-timers) (Statement B).

Without being unduly pessimistic - particularly in view of the multitude of projects, schemes, etc. requiring financial help from the private individual, - it is not at all likely that the revenue of the Association from donations, appeals, badge-days and shows is likely to show any appreciable improvements. The revenue from subscriptions after showing an improvement in 1964 is again on the downgrade. The improvement in 1964 was the result of a new contributory scheme launched in 1963 (Statement C).

From the information supplied by the Secretary and by Mr. L. Galea, a member of the Executive Committee, it is considered that expenditure is well controlled and it cannot be considered as extravagant particularly in regard to transport (£1,800), provision for gratuities, and personal accidents and contribution under the National Insurance Act (£1,000) and minor items such as telephones, stationery, postage, advertising, maintenance of buildings and interest on loan (£2,300) (Statement D).

The Association would now appear to be approaching a financial crisis with an estimated deficit of just over £1,900 by the end of the current calendar year and in view of these difficulties and the possibility of a request for a further increase in the Government subsidy, it may be deemed advisable to consider what courses could be suggested to the Association for the future.

The first obvious alternative would be for the Association to wind up its affairs and cease its activities. This should be the last course to be taken because although at the present time, in the great majority of homes, there is available help - untrained - in case of illness, it may be presumed that as industrial development increased and the number of gainfully employed persons kept pace with its development, outside help would gradually become necessary in case of illness.

A logical sequence to this first alternative would be the absorption of the locally recruited staff into the Department. This would involve about eleven persons - who are all very well qualified.

Incorporating the Association's domiciliary service in the Department's set up could also be considered. Although as a result of this measure no subsidy would be paid, this saving would be more than offset by the increase in expenditure even by just one single item: the salaries/wages that would have to be paid. It should also be kept in mind that such a service would require personnel to receive messages, distribute work, issue bills, receive payments and deal with correspondence. In the Association this work is done by six persons: the Superintendent, the Secretary and four collectors. The nurses also receive payment from non-subscribers.

Another alternative and perhaps the best one, would be a periodical revision of the subsidy being paid. The amount at present being paid is certainly not negligible and, if this alternative were to be accepted, perhaps it would be desirable to adopt some criteria to keep the subsidy always within reasonable bounds and at the same time discourage any relaxation on the part of the Association in its fund raising activities; thus ensuring that it continues to be run on economical lines compatible with efficiency.

To achieve this end, the subsidy could be limited to a proportion of the total salaries and would be reckoned on an estimated profit and loss, Balance Sheet, and personnel requirements for the following year and which could be submitted yearly by the Association by mid December. These estimates (Profit & Loss, Balance Sheet and personnel requirements) would be discussed between the representatives of the Government and the Association. Afterwards the representatives of the Government would make their recommendations to the Government as to any revision the subsidy would need for the forthcoming year. This should make it also possible for the Association to have, during the first quarter of its working year, information regarding the extent of financial help it would receive from the Government and it should also give the Government the means to make recommendations to the Association regarding its expenditure and the extent of activities. This suggestion might entail a revision of the direct participation of the Government members on the General Council and the Executive Committee of the Association.

Hon. Ministers are asked to see whether it is advisable in the circumstances to recommend that the suggestion made in the last paras, of this memo be implemented.

Attached to these notes is a statement showing the personnel engaged by the Association with comparable posts in the Medical & Health Department (statement E), and also the Association's tariff of charges (Statement F).

2nd January, 1967.

A

MALTA MEMORIAL DISTRICT NURSING ASSOCIATION

MEMBERSHIP STRENGTH AS AT 31ST AUGUST, 1966

1.	St. Julian's	530	2.	Sliema	1349
3.	Gzira	348	4.	Msida	340
5.	Pieta/G'Mangia	169	6.	Valletta	440
7.	Floriana	156	8.	Hamrun	771
9.	Mile-End	30	10.	Birkirkara	522
11.	Rabat	226	12.	Mdina	23
13.	Dingli	22	14.	Mosta	225
15.	Naxxar	124	16.	Gharghur	89
17.	Mghatab/Madliena	12	18.	Zebbug	156
19.	Siggiewi	73	20.	Qormi	387
21.	Luqa	131	22.	Safi	10
23.	Zurrieq	55	24.	Zejtun	154
25.	Zabbar	193	26.	Paola	443
27.	Tarxien	146	28.	Sta. Lucia	53
29.	Cospicua	212	30.	Senglea	112
31.	Vittoriosa	105	32.	Ghaxaq	30
33.	Mqabba	35	34.	Kalkara	69
35.	Gudja	61	36.	Mgarr	44
37.	Kirkop	12	38.	St. Venera	59
39.	Marsascala	20	40.	Marsa	203
41.	Birzebbugia	94	42.	St. Paul's Bay	122
43.	Mellieha	104	44.	Manikata	13
45.	Selqun	7	46.	M'Xlokk	28
47.	Lija	67	48.	Balzan	157
49.	Attard	54	50.	Qrendi	9
51.	Fgura	43Total		<u>8787</u>
			Add: Firms		<u>1319</u>
			Grand Total		<u><u>10106</u></u>

MALTA - General Nursing

MALTA MEMORIAL DISTRICT NURSING ASSOCIATION

AREA	General Nursing Care	Surgical Dressings	Circulatory & Infection (Injs. only)	Diabetics (Injs. - Inj.)	Midwifery Bookings	Antenatal Visits	Midwifery Deliveries	Midwifery Nursing
Gorri, Zebbug, Siggiewi St. Paul's Bay, Haxxar, Kelliehn, Mgarr, Hija, Tina, Rabat and small villages en route	510	537	6381	5688	19	104	17	128
Kenzler, Vittoriosa, Coastlands, Kalkara	523	566	6283	9909	23	127	17	138
St. Irena, St. Julian's	492	364	6086	6458	52	342	36	404
Paola, Zebbar, Inga, Sta. Lucia, Zedjun, Torxien, Santini, Kirkop, and small adj. village	1052	985	14317	8562	7	123	7	89
Valetti, Floriana, Kella, Gzira	496	332	6883	6053	33	175	33	470
Haruru, Lt. Vonnara, B'Kara, Pigra, Torra, Melereh, Alcora	275	393	4586	17417	16	220	13	186
	463	388	5247	15723	15	267	5	82
Total - Malta	3811	3565	49783	69910	165	1358	128	1497
Gozo (one area)	679	1003	2869	2312	27	131	22	335
TOTAL MALTA & GOZO	4490	4568	52652	72122	192	1489	150	1832

GRAND TOTAL 137,495 (approx.)

L-ARKIVI NAZZIONALI TA' MALTA

B

MALTA MEMORIAL DISTRICT NURSES ASSOCIATION

20, Sacred Heart Avenue,
St. Julian's.
28th November, 1966.

Dear Fr. Gauci,

Information asked for is forwarded thus:

- a) The Contributory Scheme started in January, 1963.
b) Block Revenue derived from inception of the Association:

1945/45	£2906
1946/47	6136
1948	4619
1949	5422
1950	5319
1951	6423
1952	7633
1953	6765
1954	8795
1955	7234
1956	9626
1957	9920
1958	12300
1959	11559
1960	15792
1961	13071
1962	14578
1963	14407
1964	20966
1965	17607
1966 (estimated)	15360

Yours faithfully,

Secretary

D

Estimated Profit and Loss A/C for 1966

Salaries & Wages £7,439	15,000	Nursing Fees	£1,400
Gratuity Fund N.I. Contributions		Appeals	2,000
Insurance Personal Accident	1,000	Govt. Grant	6,000
Depreciation on Bldgs. etc.	300	Interest on Jar Loan and Trust Fund	2,462
Transport and maintenance etc. vehicles	1,800	Donations	300
Affiliation Fees	30	Subscriptions	5,000
Postage & Telephones	200	Deficit Estimated	1,923
Maintenance Bldgs.	35		
Stationery & Advertising	200		
Interest on Loan	340		
Sundry expenses & Losses	150		
Ground Rent etc.	30		
	19,085		19,085

L-ARKIVI NAZZIONALI TA' MALTA

E

Information regarding personnel of the Malta Memorial District Nursing Association compared with equivalent posts in the Medical & Health Department

The present nursing set up of the Association is the following:

A Superintendent, state registered nurse, state certified midwife, health visitor, Queen's Nurse and a member of the British Tuberculosis Association (United Kingdom national).

Five (5) state registered nurses, state registered midwives and Queen's Nurses - three Maltese and two United Kingdom nationals. The Maltese were trained (general nursing) at St. Luke's Hospital Training School and later went to the United Kingdom to become state registered nurses and state registered midwives.

Three (3) state registered nurses and state registered midwives - Maltese (Training as in the preceding).

One (1) state certified midwife - Maltese - (Training as in the preceding).

Two (2) state registered nurses - Maltese - trained at the St. Luke's Hospital Training School.

Two (2) state enrolled nurses - Maltese - trained and state enrolled in U.K.

Eight (8) assistant nurses - equivalent to the Department uncertificated hospital attendants. Two are full timers and six are part timers. These assistant nurses are allowed to administer injections and to do minor nursing work only.

There is also a male secretary, four female collectors and two maids.

The remuneration paid to the staff is on the following scales/rates:

<u>Association Staff</u>	<u>Medical & Health Staff</u>
* <u>Superintendent</u> 1 - £1,285 - £1,485	Matron £1,507 (expatriate)
* <u>S.R.N.s/S.C.M.s/Q.N.s</u> 3 Maltese 2 U.K. nationals £840 - £1,155	(No correspondingly qualified personnel - but the physiotherapists are on a scale of £700 - 900 (expatriates) 304-12-400-20-524)
* <u>S.R.N.s/S.C.M.s</u> 3 Maltese £430 - 15 - 560	(24 42 - 8%)
* <u>State Certified Midwife</u> 1 Maltese £450 - 15 545	(Locally recruited)

* plus uniform

L-ARKIVI NAZZJONALI TA' MALTA

Association Staff• State Registered Nurses

2 - £450-15-545

• State Enrolled Nurses

2 - £330 (Maltese)

• Assistant Nurses2 - £285.2.6 (full time)
6 - £142.11.3 (Part time)Secretary (Male)1 - £720 + 72 for telephone
and carCollectors (female)2 x £259.4s.
2 x £240Maids

2 x £144

Medical and Health Staff

£304-12-400-20-564

24 45 - 8%
+ rations (£30.10s.) and
uniform

£256 - £328

20 26 - 8%
+ rations (£30.10s.) and
uniform
Certified Hospital AttendantsUncertified Hospital Attendants

£270 - 312

22 25 - 8%
+ rations (£30.10s.) and
uniformExecutive Officer (General Service)£470-15-50-25-275-25-655
38 52 - 8%Clerk/Typists (female)£253 - 333
20 27 - 8%Female Servants (Head Office)£253
20

• plus uniform

F

BENEFITS

Membership in the M.M.D.N.A. entitles you, your wife and your children (up to the age of eighteen years) to nursing service by fully qualified, hospital trained nurses, provided your subscription is paid regularly and renewed when it is due. Members come into benefit three months after the initial payment of the membership fee, viz. ten shillings. Non-members and lapsed members requiring treatment will be charge the following fees:

Injections	2s. 6d.	Surgical Dressings	4s. 0d.
Enemas-Douches	3s. 6d.	General Cases	5s. 0d.
Midwifery Cases	£10. 10s. 0d.		

Midwifery care is carried out by fully trained midwives. This only costs £7. 7s. 0d for members.

L-ARKIVJI NAZZJONALI TA' MALTA

