

MEMO FOR CABINETBY THE MINISTER OF HEALTHOrganisation of Hospital Staff

When discussions regarding salaries anomalies of Hospital staff had ended, Establishments had suggested that since the claim made by the General Workers' Union could not be implemented under the revision of Salaries' Scheme it would have been advisable that a re-organisation of the hospital grades and nursing services could be studied with a view to implementing some of the claims being forwarded by the General Workers' Union. Various meetings were held between representatives of Establishments, Finance and Health on the re-organisation which incorporates part of the suggestions made by the General Workers' Union and others which the Departments think are justified in the circumstances. The Advisory and Executive Board was also asked to give its opinion on the proposed re-organisation and the Scheme which has now been approved by the three Departments above referred to has also received the blessing of the Advisory and Executive Board.

Ministers are asked to agree to the following proposals viz:

1. A pattern more in line with the system now existing in U.K. i.e.

Matron - fixed salary £810;

Asst. Matron/Sister Tutor -fixed salary £760;

Ward Sister/Assistant Sister Tutor - £525/£25/£705;

State Registered Nurse (S.R.N.) - £380/£655.

State Enrolled Nurse - £320/£15/£495.

Student Nurse

Pupil Nurse

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Rates to be determined
when salaries are agreed

Note: All holders of posts above State Enrolled Nurses will be filled by staff who are in possession of the S.R.N. Diploma plus any additional qualification required for the posts. The number of Ward Sisters that would be required to meet the needs of all the hospitals is about 55 in Malta and 7 in Gozo. Naturally the qualified staff is not yet available and a start should be made at St. Luke's Hospital by providing at least 18 Ward Sisters.

Regarding the introduction of State Enrolled Nurses appropriate legislation will have to be enacted after consultation with the Advisory and Executive Board. Recruitment should follow that of the State Registered Nurses i.e. there will be a Pupil Nurse who will work in the wards during training and receive a monthly allowance. The course of State Enrolled Nurse is of two years consisting mainly of practical training with an examination at the end of the period. The course will be based on that in U.K. in order to obtain reciprocity. The present complement of certified hospital attendants who have at least a few years' experience since certification should, after passing a practical examination in nursing be upgraded to the status of State Enrolled Nurse, which concession was enacted in the legislation on State Registered Nurses.

2. A re-grouping of hospital servants who will be split into two categories:

(a) those who are confined to duties in the Wards; and

(b) those who are not required to work continuously in the wards.

The former will be promoted to Group Three whereas the latter will remain in Group Two.

Note: This splitting has been considered necessary because of the specialised work that servants in wards are normally required to carry out, whereas others who do not work in wards and are known as General Service Servants need not and should not have any increase in their salary and may therefore remain in their own group. The number of servants at present doing work in the wards in all Government hospitals is 235.

16th January, 1967.