



Newsletter

“To enhance the profession of management in Malta within a broad international framework focusing on the competence and effectiveness of managers”

Issue no. 14

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Collaborating Partners



Editorial

Dear Member,

We are glad to present to you our newly revamped Newsletter.

As usual we have a lot of news to share with you. For those who could not make it for the Annual General Meeting this Newsletter will giving you an overview of what was discussed during the said meeting. In addition we will be giving you more information about the formation of the new MIM Council.

Apart from the AGM we will also be giving you more details about the first Open Day – Education and Job Fair organized by the Institute, and

.....

But more details in the articles that follow.

Regards & Happy Holidays,

Stephanie

**Happy Summer
Holidays!!!**

From
MIM Council & Staff

Forthcoming:

The Malta Institute of Management- PS2 Tournament

Come and join us for a Fantastic PS2 Tournament at MIM premises on Saturday the 23rd of August, and get the chance of winning a Return Flight to London and a Scholarship on one of MIM's Programmes*, apart from other fantastic prizes* (*Terms and conditions apply).

The event will start at 10.00am and will end at approximately 8.00pm in the evening.

For more information please log on to www.maltamanagement.com and contact Nicholas Bianco on tel: 2145 3097 or via email on nbianco@maltamanagement.com

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Newsletter

MIM Annual General Meeting

This year's Annual General Meeting was once again testimony to the work and dedication of the MIM Council and Staff with substantial improvements being reported at all the levels of the Institute's operations.

The Institute has continued to build upon the successes achieved in previous years thus further consolidating its image both on a national basis as well as on an international basis. The various Research Reports carried out, as well as the Institute's contribution to national debates and involvement in the various fora, such as the National Euro Changeover Committee (NECC), have all led to the strengthening of the Institute's position with respect to the representation of its diverse members, as well as that of the Maltese management profession in general.

The Institute's election to the Presidency of the European Management Association (EMA) was without any doubt another major achievement. It has placed MIM in a far better position to be more active in the international arena. Indeed the MIM is presently taking part in two European Projects spearheaded by two of its partners in the EMA namely, ANCOBEST lead by RWK (Germany) and *Management Futures* led by the Chartered Management Institute (UK).

With regards to its programmes the Institute's training arm has been responsible for diversifying the Institute's portfolio of courses thanks to deepening relations with Edinburgh Business School of which it is now an Approved Learning Centre, as well as new strategic alliances with other Foreign Universities

and Institutes, such as the Chartered Institute of Management Accountants and Heriot-Watt University. The training arm was also responsible for developing the MIM's first own diploma and degree programme – the Advanced International Diploma in Business Management and the Bachelor of International Business Management.

During the AGM, elections were held for Council Members resulting in the election of three new council members, namely Ms. Marika Schembri Adami, Mr. Christopher Mifsud and Mr. Joseph Cassar. The Institute welcomes them and wishes them luck in their new roles. A note of thanks goes as well to Mr. Lino Micallef Borg, out going Council Member, for his dedication whilst in the service of MIM.

“This year's Annual General Meeting was once again testimony to the work and dedication of the MIM Council and Staff..... “

Mr. Lawrence Mizzi
President

MIM New Council



From left:

- | | |
|---------------------------|----------------|
| Mr. Reuben Buttigieg | Member |
| Mr. Christopher Mifsud | Hon. Treasurer |
| Mr. Henry Mifsud | Vice President |
| Dr. Vanessa Borg | Member |
| Mr. Lawrence Mizzi | President |
| Mr. Stephen Young | PRO |
| Ms. Marika Schembri Adami | Member |
| Mr. Joseph Cassar | Member |
| Dr. Edward Firman | Hon. Secretary |

Missing from picture is: Mr. Joseph Zammit Member who was ill on the day



✂ Missing from group photo: Mr. Joseph Zammit Member, who was ill on the day

MIM Open Day - Careers, Education , Charity and Entertainment



Open Day Sponsors

Clockwise from left:

NewTech Ltd. (part of M. Demajo group of Companies), Bank of Valletta, MISCO, ETC (EURES), St. James, and Frank Salt.



The Hon. Tonio Borg,, Mr. Nick Archer, British High Commissioner and Mr. Henry Mifsud, MIM Vice-President.



The Hon. Tonio Borg with a representative from ACTS and Mr. Mark Caruana (Missjoni Etijopja)



On 28th June the Malta Institute of Management organised its very first Open Day – Education and Job Fair, at its premises in Pembroke.

This event was an opportunity for individuals and organisations to familiarise themselves with existing employment and education opportunities.

Amongst the activities that took

place there were various presentations about the educational programmes and sponsorship schemes offered by MIM. Throughout the day there were also representatives from various companies namely; NewTech Ltd., Frank Salt, MISCO, ETC and Bank of Valletta..

In order to provide a holistic educational experience the event featured a number of other ac-

tivities such as a Health nutritionist, a personal instructor as well as Free medicine check ups offered by St. James Hospital. At 6pm Mass was celebrated and animated by SALT.

This event acted also as a fund raising activity for Missjoni Etijopja and the project run by ACTS - (Announcing Christ to Schools - Youth Fellowship).

The Beautician and Personal Trainer stands

Newsletter

BOV named Official Bank of MIM

“We are delighted to be recognised as the main supporting partner and the official bank of this Institute which is considered as the main management development and management education organisation in Malta.”



From left: Mr. Lawrence Mizzi and Mr. Iginu Xuereb

Mr. Iginu Xuereb
Chief Officer Operations
Bank of Valletta

Bank of Valletta has been named main supporting partner and official bank of the Malta Institute of Management (MIM), following the signing of a collaboration

agreement between the two parties covering a period of three years.

The agreement was signed by Iginu Xuereb, Chief Officer Op-

erations at Bank of Valletta and Lawrence Mizzi, President of the Malta Institute of Management.

MIM-The Right Decision



The decision to start studying or continue studying is definitely an important step, and we at MIM are here to help you make the right decision, depending on your lifestyle and needs.

In view of this the Institute’s

training arm has published a high quality brochure (picture on left) entitled; *Malta Institute of Management-The Right Decision* to make information about the Institute and its programmes more accessible to prospective students.

Individuals interested in obtaining a copy of this brochure are kindly requested to send an email to Sarah Pace on mim@maltamanagement.com or to call on tel. 2145 3097.

Conferences, seminars, fora attended by MIM Officials

The MIM has participated in a number of activities in the last months. Amongst the most significant of these activities there were;

- The Extraordinary General Meeting of the Malta Quality Group that was held on 12th May at Malta Enterprise. Mr. Stephen Young, MIM PRO, attended for this meeting.
- Mr. Lawrence Mizzi and Mr. Reuben Buttigieg met with the

Hon. Chris Said, Parliamentary Secretary for Public Dialogue and Information, to discuss MIM’s participation in MEUSAC and MCESD, as well as MIM’s activities on the European Level.

- The Workshop on Flexicurity that was organised by the Forum Malta FI-Ewropa on 18th June at the Mediterranean Conference Centre. This workshop was attended by Mr. Lawrence Mizzi.
- Mr. Lawrence Mizzi attended

the B’fast Seminar organised by the Malta Qualifications Council on its new policy document entitled ‘Valuing all Learning : Frameworks for the validation of informal and non-formal learning in Malta’. This Seminar was held on 27th June at The Palace Hotel, Sliema.

- The Launch of the EU French Presidency held on 11th July 2008 at the Corinthia, Attard. Mr. Lawrence Mizzi attended for this event.

ANCOBEST - 2nd Transnational Meeting



☞ Front (from left): Dr. Edward Firman (MIM, Malta), Isabelle Vandebussche (Pour La Solidarite, Belgium), Stefanie Bechert and Lydia Schytke (RKW, Germany), Jerome Bertin (Agence Nationale pour Amelioration des Conditions de Travail, France) and Mr. Talin of the Talin S.p.A.

Centre (from left): Luisa Lista and Paula Cabado Brea (Diputacion Provincial A Coruna, Spain)

Back (from left): Stephanie Scerri (MIM, Malta), Sandra Pereira (CEFAMOL, Portugal), Marisa Cacciavillan (CPV, Italy), Mette Lyshoj (3F, Denmark), Paul Begley (AccountAbility, UK)

Last week MIM representatives participated in the 2nd transnational meeting of the ANCOBEST project.

Representatives from all the partner organisations namely; Think tank european Pour la Solidarite Asbl (Belgium), CEFAMOL (Portugal), RKW (Germany), Faelles Forbund 3F (Denmark), Diputacion Provincial A Coruna (Spain), Agence Nationale pour Amelioration des Conditions de Travail (France), Fondazione G. Rumor - Centro Produttivita Veneto (Italy), TNOiK (Poland), AccountAbility

(UK) and of course the MIM met in Vicenza, Italy to report on their progress vis-à-vis the case studies under examination, and to draft the final stages of the project. The meeting served also as a forum to discuss the various difficulties being met by the various partners.

ANCOBEST is research project where each partner has been requested to identify and examine a number of company restructuring cases: ie. examine the scenarios leading to restructuring, the restructuring method adopted and its implementation,

as well as the results and effects of the type of restructuring adopted. In this way the project seeks to establish the type of restructuring that has taken place in each partner country and its effects with a view to try and find similarities (if any) in the methods adopted in the different countries in order to throw more light on the phenomenon in Europe and mitigate its negative effects.

The 3rd and Final transnational meeting is being held in November 2008 in Brussels.



☞ Missing from group photo:

Wojciech Czakon (TNOiK, Poland)



ANCOBEST
is a project
co-funded by the
European Union

ANCOBEST

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Readers are strongly recommended to take advice on their particular situations and circum-

MIM's Position on Rent Reform

Log on to www.maltamanagement.com to find out more.

Occupational Health & Safety– What you should know (Part 6)

Occupational Health & Safety Legislation in Malta - A Brief History (Part 3)

By Mr. Martin Bugeja

Other and relatively more recent legal notices stemming from the groundbreaking Factories Ordinance of 1940 were the Power Presses Regulations of 1984 and the Health, Safety and Welfare Regulations published in 1986. One immediately notices from the title of the latter that this was the first time any legislation on health and safety specifically drew attention to the terms *health*, *safety* and *welfare* at the workplace and dwelt on them in a comprehensive manner.

More progress was achieved a year later when the newly elected government, in collaboration with the main trade unions and employers' associations, agreed, after much discussion, to set up the first ever Occupational Health and Safety Commission. This development was no doubt instrumental in sowing the first seeds which will hopefully one day germinate in a national ethos which embraces all that Occupational Health and Safety stands for. This Commission was given legal status by the Occupational Health and Safety (Promotion) Act of 1994 [Act VII of 1994, Chapter 367 of the laws of Malta] which finally brought health and safety on an equal footing with the rest of Europe as far as legislation was concerned. By means of articles 3 (1) and 3 (3) respectively, the Act uniquely referred to occupational health and safety as being of public interest and placed an onus on employers to protect the "psychological integrity" of their employees.

Supplementary laws which followed from this Act included:

- Protection of Maternity Regulations, 1996
- Protection of Young Persons Regulations, 1996
- Display Screen Equipment Regulations, 2000

Finally, in order to ensure that Maltese occupational health and safety law fell completely in line with European Union directives, our parliamentarians passed the Occupational Health and Safety Authority Act, Act XXVII of 2000, which built upon the cornerstone of Act VII. As a result, an autonomous Authority replaced the aforementioned Commission and Act VII was subsequently repealed.

The *raison d'être* of the Authority is succinctly presented in article 4(2) as having been established so that "the physical, psychological and social wellbeing of all workers in all work places are promoted and to ensure that they are safeguarded by whoever is so obliged to do."

Act XXVII of 2000 together with the rest of the current occupational health and safety laws may be read on the Authority's website, www.ohsa.org.mt, in the *Publications* section.

We are on the web!!
www.maltamanagement.com