



# MALTA INSTITUTE OF MANAGEMENT

February 2008

NEWSLETTER

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## Membership Services Administrator's Comments

Dear Members,

We have now started working on the two major achievements obtained in 2007.

At the moment we are preparing for the handover of the EMA Presidency from the Chartered Institute of Management, which will be taking place in April. Coinciding with the handover we will also be hosting the EMA Executive Board Meeting here in Malta.

We have also started working on our first European project – ANCOBEST (Anticipation, and Collaboration to better understand Structural Transformation), which was approved by the European Commission at the end of last year. This project is a research project aimed at broadening the common knowledge of restructuring activities in Europe resulting from structural changes. The project will try to find out if there are patterns which can be seen within certain countries, which can indicate what European developments can be expected in the future. It seeks to establish and throw light upon the restructuring measures that take place in small and medium-sized enterprises. The project is led by RKW from Germany, and besides MIM, includes partners from Belgium, Denmark, Spain, France, Italy, Poland, Portugal and the United Kingdom.

Regards,

Stephanie Scerri  
*Membership Services Administrator*

# *Block your Diaries!!*

Annual General Meeting  
29<sup>th</sup> May '08

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- International Taxation Conference Focusing on EC Tax Law

**International Taxation Conference Focusing on EC Tax Law**

On 8<sup>th</sup> February 2008 the MIM organised its second international Taxation Conference, this time focusing on EC Tax Law.



The International Conference Team (from left): Mr. Lawrence Mizzi; Mr. Reuben Buttigieg.; Dr. Juanita Brockdorff; Prof. Philip Baker; Prof. Pasquale Pistone; Dott. Roberto Geraci; Dr. Neville Gatt; Dr. Robert Attard.



The International Conference Team:  
Prof. Andrea Parolini



Participants at the Conference

## International Taxation Conference Focusing on EC Tax Law

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- International Taxation Conference Focusing on EC Tax Law

Please submit any feedback and/or queries to:

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↑  
Mr. Benjamin Cassar  
receiving his certificate.



↓  
Ms. Charmaine Mifsud being  
presented with her certificate.



↑  
The Hon. Tonio Fenech  
presenting Mr. Ronald  
Dalli with his certificate.

→  
Mr. Melvin Pulis being  
presented with his  
certificate.



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- International Taxation Conference Focusing on EC Tax Law (cont.)
- Capodanno a Malta: Cultura, Turismo e Fiscalita Internazionale – Seeking new business opportunities in Italy

**International Taxation Conference Focusing on EC Tax Law (cont.)**

This Conference was Sponsored by:



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**Capodanno a Malta: Cultura, Turismo e Fiscalita Internazionale  
Seeking new business opportunities in Italy**

Organised by the Malta Institute of Management in collaboration with Milano Meeting on 2<sup>nd</sup> January 2008 this Conference aimed at bringing together Maltese and Italian businessmen in order to encourage the creation of new business opportunities between the two countries.



Hon. Leo Brincat, Main Opposition Spokesperson on Foreign Affairs and IT delivering the Opening Speech



Dott. Giuseppe Gualtieri, Head of Italian mission. Milano Meeting Srl

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- Capodanno a Malta: Cultura, Turismo e Fiscalità Internazionale – Seeking new business opportunities in Italy

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## Capodanno a Malta: Cultura, Turismo e Fiscalità Internazionale

### Seeking new business opportunities in Italy



↑  
Participants attending the  
Conference.

→  
Dott. Luciano Oliveri, Dott.  
Commercialista addressing  
the audience.



This Conference was Sponsored by:



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  - Occupational Health & Safety Legislation in Malta – A Brief History (Part 2)

## Occupational Health & Safety- What You Should Know! (part 6)

### Occupational Health & Safety Legislation in Malta – A Brief History (Part 2)

By Mr. Martin Bugeja

The Factories Regulations Act of 1926 [referred to in the legal annals of Malta as Act XXI of 1926] was specifically intended to improve the general conditions of employment in factories as well as the working hours of minors and female employees. However, for some reason or another, this pioneering piece of legislation for the Malta of those days was never enacted.

Early in 1940, while the rest of Europe was reeling under the Nazi onslaught, the aforementioned, ineffectual act was repealed and replaced by the Factories Ordinance {Ordinance X of 1940}. The term *ordinance* [another word for *law*] was sometimes used to refer to legislation associated with Great Britain's colonies. What was interesting about this particular ordinance [modeled on an eponymous Act passed in the UK in 1937] was the fact that it was given the status of enablement, meaning that various regulations [nowadays usually referred to as *legal notices*] pertaining to the ordinance could be published, as and when required, by a government minister and automatically given the force of Law. To give an example, the Occupational Health and Safety Authority Act enacted seven years ago [Act XXVII of 2000] has so far spawned a healthy number of legal notices including Legal Notice 43 of 2002: Workplace {Minimum Health and Safety Requirements} Regulations, 2002 and Legal Notice 36 of 2003: General Provisions for Health and Safety at Work Places Regulations, 2003.

The Factories Ordinance was quite comprehensive in that it covered issues of cleanliness; overcrowding; machinery safety; working hours [once again!]; welfare; accident notification and inspection of the workplace.

The regulations which followed through the years, thanks to this tenth ordinance of 1940 included:

- First Aid Regulations, 1947
- Woodworking Machinery Regs., 1949
- Night Work by Women Regs., 1952
- Superintendence of Plant Regs., 1954

Future occupational health and safety legislation the world over was no doubt influenced by the ILO [International Labour Organization] Washington Conference of 1946 which established a minimum working age and recommended that young employees undergo medical examinations before engagement and at regular intervals throughout their period of employment.

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- **New Short Courses**

## Assisting Employers in Training Requirements

Given the positive feedback and the interest shown by various employers with regards to the Advanced Diploma in Business Management (TENOR) the Institute has launched an employers scheme to further assist employers in training their human capital.

Based upon the suggestions of various employers TENOR is a structured educational programme which gives the direction to employers and employees. The Advanced Diploma focuses on five main topics

- Module 1: Talent Management
- Module 2: Exemplary Project Management
- Module 3: Nationalisation and Globalisation
- Module 4: Operations Management
- Module 5: Reaping the Outcome

Employers shall benefit out of this scheme through:

- Reduced Training costs
- Practical and hands on experience gained by employees
- Case Study on own firm – direct tangible benefit to the company

For further information on the employers scheme and TENOR please contact Lydia Mousu or Mario Scerri at the Malta Institute of Management on 2145 3097.

## New Short Courses

The Malta Institute of Management (MIM) aims at assisting Maltese Enterprises and Managers in ensuring continuous career and professional development of the Human Resources in Malta. In this regard the MIM is constantly engaged into market training needs analysis. Following the latest study, the tourism industry has indicated the need of training in the areas below:

**VAT in the Travel & Tourism Industry:**

**Customer Etiquette in the Hospitality Industry:**

**Customer Etiquette for Restaurant Ambassadors:**

**Upselling Skills for Restaurant Ambassadors:**

**Advanced Front Office Skills**

**Conference & Events**

For further information please contact Ms. Tonia Zahra on 2145 3097 or via email on [tzahra@mim.edu.mt](mailto:tzahra@mim.edu.mt)

*In this page .....*

- Seminars, Conferences, Fora attended by MIM Officials

**Seminars, Conferences, Fora attended by MIM Officials**

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

1. The Internal Audit Forum Malta will be organising a Seminar entitled Advocating Internal Audit – A Local Perspective on Thursday 24<sup>th</sup> January '08 between 3.00pm and 6.00pm at the Corinthia Palace Hotel Attard. Mr. Reuben Buttigieg, Mr. Henry Mifsud and Ms. Jacqueline Bugeja attended for this seminar.
2. A Brain-Storming Session organised by The Malta Quality Group on 15 January 2008. It was attended by Dr. Edward Firman.

This E-Newsletter was sponsored by:



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