

special edition 2011

CARENET

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CAREMALTA UNVEILS NEW BRAND IDENTITY

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Dealing with
dementia

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Nutrition for the Elderly

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100 women, 100 stories

.....

CareMalta news,
staff events &
much more!



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Chairman's Message



It is with pleasure that I am writing this message in this special edition of Carenet to celebrate the launch of the re-branding of CareMalta.

This occasion brings with it numerous memories of a company which took off eighteen years ago from a very humble beginning. When Casa Arkati, our first home in Mosta, was built in 1993 we only had just three couples to cater for, serviced by a handful of employees. Today eighteen years after, CareMalta has grown into an organisation incorporating seven facilities for the elderly which employs around 600 employees and care for over 800 elderly persons.

Throughout its existence CareMalta has been always proud to be associated with quality care. For this reason we make sure that the residences which we built and own or run are finished to the highest specifications. Furthermore, we believe that our employees are our best assets. Thus we believe in developing these resources by providing training opportunities to all categories of employees. We also provide career progression opportunities in the various departments within our homes.

CareMalta has a bright future ahead of it. Eighteen years young, the company is now at a crossroads looking back with pride but also ahead with a lot of hope and vision. We believe that with the experience we have gained,

we can remain at the forefront of care of the elderly in Malta. Our experience of running our own homes or those entrusted to us by government, will certainly enable us to exploit further opportunities in this sector. We would like, for example, to expand our services to the community. We would also like us to keep contributing to the development of this sector in Malta. We firmly believe that Public-Private Partnerships are the solution to the growing demand in the elderly sector.

This occasion coincides with another important milestone in the history of our company. I am referring to the 65th anniversary of the Vassallo Group which we will be marking throughout this year. May both occasions serve to instil in us not only a sense of satisfaction for what we have managed to achieve together in the past years, but also fills us with greater determination to achieve more success in the years to come.

Nazzareno Vassallo
Chairman

CEO's Message



As Caremalta celebrates its 18th year of operating in the field of services for the elderly, we felt the need for a rebranding exercise. When we look back at the beginning of this service, we realize what a brave and pioneering move that was at that time since the decision to offer such high quality care to the elderly was in many ways ahead of its time. The company has continued to develop and grow over the years remaining a leader in this field. Proud of our history and the success achieved this far, we feel the need to reiterate that we commit ourselves to remain the leaders in this field incorporating a care philosophy to all that we do.

The personalized touch represented in the new logo symbolizes the caring attitude we embrace in all our endeavors. Aware of the huge challenge presented by an aging population, we know this challenge cannot be faced alone. The two hands symbolize the partnerships and co-operation of all involved. The vision ahead is that the elderly continue to become partners in this service whereby they are not mere receivers of any service but partake of it themselves.

This sector offers a number of possibilities for development. People are nowadays living longer and more actively well into an age which starts presenting other problems such as dementia. I firmly believe that trends like voluntary service and other forms of social contributions can mark the essence of an independent active elderly. At the other end of the spectrum, rehabilitation can be the light to those who suffer from one of the several medical conditions that can affect a person as one ages. In no way am I simplifying the problems that can come with old age, yet I feel confident to say that together we know what to do or how to figure it out.

Our new logo symbolizes other partnerships that have been successful in our operations and management of this service, namely the Public Private Partnerships we have operated for all these years. Studies abroad and experience locally continue to guarantee that this is the way ahead. With all the experience in this kind of partnership as a backbone, we are courageous enough to continue seeking further partnerships even in spheres which were never looked into so far such as the collaboration of the Church, as well as the public and the private sector. Despite the constraints that the long-term dependency puts on the stakeholders involved, we should continue to rise above the occasion, ask the right questions, analyze the crucial factors and dare to move in the right direction making better use of all resources available.

With the unlimited possibilities and ongoing expansions in the technological world, there must be a way to help elderly to remain out of hospitals and maintain function in their own home for as much as possible. This is a crucial time in the life of Caremalta wherein we are seeking new ways to expand our walls and incorporate services in the community. As our mission in this field expands we are seeking ways to respond to the needs of the elderly as they change from time to time. I want to thank all the team at CareMalta for their dedication and hard work, which is the only guarantee for success. The same goes to all the relatives of our residents who continue to care for their loved ones with a dedication we admire.

Natalie Briffa Farrugia
Chief Executive Officer

CAREMALTA UNVEILS ITS new brand identity

FOLLOWING A NUMBER OF DETAILED DISCUSSION AND A LOT OF BRAINSTORMING, CAREMALTA IS PROUD TO UNVEIL ITS NEW VISUAL IDENTITY, WHICH BREATHES NEW LIFE INTO THE OLD BRAND, WHICH LED THE COMPANY'S PUBLIC IMAGE FOR THE LASTS 18 YEARS.

After almost 2 decades of growth and development, the CareMalta brand identity has been given a new lease of life, with the aim of reflecting the development, professionalism and care-related services that this dynamic company embraces each and every day of its operation.

Natalie Briffa Farrugia, the hands-on CEO of CareMalta, explain that the new brand identity comes at the ideal time, a time when CareMalta is working to consolidate the success it has achieved in the past 18 years but with a forward-looking plan to further expand and develop its areas of operations in the future.

"The management for CareMalta and many of its staff felt it was time to take a look at our brand identity. Our old brand was developed at a time when the company was merely starting out and it has served its purpose well," she explains. "Now, we must look to the future and build upon our strengths... and this is precisely what the rebranding exercise is all about – it will capture the modern and forward-looking nature that CareMalta has adopted, whilst retaining the powerful legacy that the company brings with it – that of quality, leadership and care."

The process of developing a new image for the Group started in earnest towards the end of 2010, with numerous focus groups and brainstorming sessions with management and staff, with the aim of developing a new identity that would reflect the growth, dynamism

and professionalism that the group embodies.

These sessions, although intense, proved to be very fruitful as the main characteristics that represented CareMalta were identified. The

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The selected brand identity aims to reflect all of these characteristics, with the development of a string icon, which is a visual representation of two hands giving a feeling of security and care. The typography that was selected is also a rather serious and corporate in nature, giving a feeling of credibility and leadership, while the colour palate made up of contrasting hues of brown gives a feeling of warmth and care as well.

However, one important point that all management and staff should keep in mind is that while CareMalta's brand identity may have changed from a visual perspective, the core values of the Group will remain unchanged.

As always our aim is to deliver the very best care and service to suit the needs of our elderly customers and their families. We will continue to give our residents the opportunity to live their lives in comfort and security and with dignity. And we will continue to grow and develop our skills and services, Ultimately we will retain our role as 'Leaders in Care'.

strongest concepts and characteristics – 'leadership', 'care', 'quality', 'security' and 'growth' - were taken on board when the design of the new brand identity was underway.

be the most suitable? Does the logo need an icon or would the name alone be enough? Do we need to develop a slogan? How conceptual or abstract can we be?

"The direct meetings that were held with members of the CareMalta team, both management as well as executive staff, were an essential part of the rebranding process. We needed to get as many viewpoints as possible, and we wanted to clearly identify the strengths and weaknesses of the old brand identity to be able to improve upon them," Ms Briffa Farrugia says.

All of these questions were eventually answered through various presentations and meetings, where the strong points of each new identity presented were identified and eventually taken on board to develop the one that won the approval of those involved in the selection process. "Although it would have been impossible to gather everyone's feedback, we really have made a sincere effort to take all the feedback we were given onboard and I believe that CareMalta's new brand identity will be liked by all," says Ms Briffa Farrugia.

After numerous meetings and brainstorming sessions, the agency entrusted with the design of the new identity put on its creative thinking caps and the process of creating the new face of CareMalta started. A number of things had to be taken into consideration – what colours would



CareMalta 

Dealing with dementia

DEMENTIA IS A SERIOUS CONDITION THAT CAN HAVE A GREAT IMPACT ON A PERSON'S QUALITY LIFE. ROSETTE FARRUGIA-BONELLO EXPLAINS MORE ABOUT THE CHALLENGES POSED BY DEMENTIA.

Dementia is a condition in which there is a serious deterioration in a person's intellectual ability and emotional state. It can be due to a number of different causes and the treatment and progression of the illness vary according to the cause. The two common causes of dementia are Alzheimer's disease, which occurs in 60 per cent of persons with dementia and vascular dementia which occurs in 20 per cent – 30 per cent of the persons with dementia.

Diagnosis & treatment

The diagnosis of dementia is based upon a good clinical history and an examination to determine the nature of the organic or non-organic cause of mental confusion. Blood tests may reveal a condition responsible for the cognitive decline. Disorders such as vitamin deficiency or infection can be treated with specific therapies that can reverse the symptoms in some cases. In most of the progressive dementias, a specific cure is lacking. However, there are several agents available which have been proven to slow the progression of cognitive decline and which enable the affected person to maintain their independence for a longer period of time.

However, these drugs do not stop the progressive nature of the disorder. Families and many doctors who are not dementia specialists may ignore the early warning signs of dementia because they incorrectly believe that the intermittently odd behaviours are just a normal part of ageing. Since one out of every eight persons by the age of 65 gets some form of dementia and nearly one out of every two by the age of 85 is

“Disorders such as vitamin deficiency or infection can be treated with specific therapies that can reverse the symptoms in some cases. However, there are several agents available which have been proven to slow the progression of cognitive decline and which enable the affected person to maintain their independence for a longer period of time.”

affected, dementia adds an enormous burden on families who are already ill-prepared for the strain of caring for an ageing loved one.

Overburdened caregivers ride a roller coaster of emotions - feeling overwhelmed, out of control, sad, angry, guilty, and obligated to be in constant demand. They lose touch with friends who do not understand, their careers suffer when they must take time off or

quit work, they suffer sleep deprivation, and they rarely get adequate nutrition or exercise.

Seeking help early from the right doctor, a neurologist specialised in dementia, can save families so much heartache. With proper care and medication, in most people dementia symptoms can be masked/slowed down, keeping the older person independent.

Although once the illness progresses it may be more and more difficult to 'access' or communicate with the individual, one has to keep in mind that whatever the condition, at the centre there is still 'the person'. One should focus on the enjoyment of doing things and not on the achievement. One should do things with the older person and not do things for the older person. It is also important to remember that certain behaviours are the result of the illness and the person is not doing it on purpose.

“A great effort should be made to try and understand what lies behind such behaviour. It is very important that one should elicit and engage with what the person with dementia experiences and feels.”

Person-Centred Care

Although medical diagnosis and treatment are important in caring for a person with dementia, there are other aspects which can make the impact of the disease less daunting. When using a person-centred approach, the caregiver values the person with dementia as a unique individual with experience, skills, strengths and abilities.

A great effort should be made to try and understand what lies behind such behaviour. It is very important that one should elicit and engage with what the person with dementia experiences and feels. It is especially important that we treat people with dementia with courtesy. Carers should be careful to address them the way they prefer, never talk over their heads or treat them as if they were small children. One should focus on the PERSON with dementia rather than the other way round. It is a seemingly small difference with considerable repercussions!

ROSETTE FARRUGIA-BONELLO IS PROGRAMME MANAGER AT THE UN INTERNATIONAL INSTITUTE ON AGEING. SHE IS ALSO LEAD TRAINER IN DEMENTIA AWARENESS AT CAREMALTA.



STAFF events

From its inception, CareMalta's corporate spirit has been built on strong values, reflecting the Company's core beliefs. According to these values, our employees are naturally at the heart of the Company. In this context, CareMalta pursues an ambitious social policy aimed at the well-being of its employees. Two key principles guide this process: the constant objective of company growth, and the desire to further the development of its employees.

In recent years this social project has become effective at CareMalta with the creation of the company's social activities committee of the employees as well as the Vassallo Group's employee welfare committee.

FOLLOWING IS A PICTORIAL ROUND-UP OF ACTIVITIES ORGANISED THROUGHOUT THE PAST YEAR:



SUMMER AND CHRISTMAS PARTIES



Summer



Christmas

STAFF SPORTS DAY



Participants at the Staff Sports Day

TALENT SHOW



Staff Talent Show



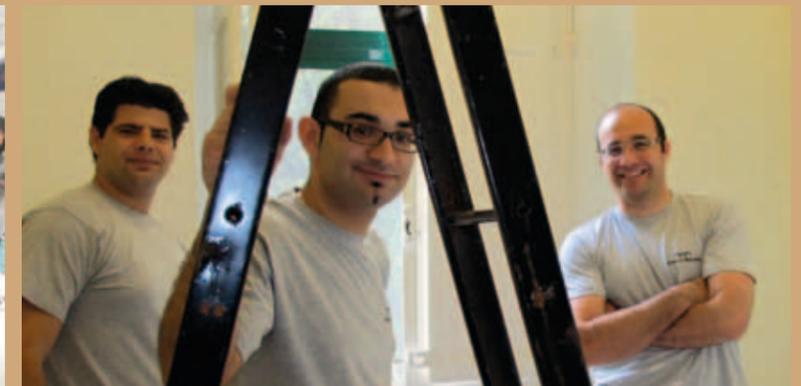
Staff Talent Show

DRESS DOWN DAY



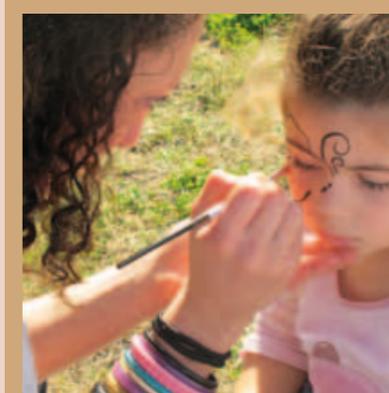
Dress Down Day

CSR - ST JOSEPH HOME



Men at work

FAMILY DAY



Family Day



Family Day

FOOTBALL TOURNAMENT



Football Tournament



Football Tournament

BRING YOUR CHILD TO WORK DAY



Bring your child to work day



Bring your child to work day

CHILDREN'S CHRISTMAS PARTY



Childrens' Xmas Party



Childrens' Xmas Party

Mobility in the Elderly

JONATHAN GRECH EXPLAINS WHY MOBILITY IS AN ESSENTIAL PART OF MAINTAINING A GOOD STATE OF HEALTH.

Mobility and strength equals independence, something we strive for constantly. When young we get bicycles, we turn eighteen and start thinking about getting a car. Eventually find that we have to use our feet again and in getting older, spare parts run low and we get ourselves, sticks, rollators and for some of us wheelchairs or battery powered scooters! We run on wheels all our lives, which unfortunately, as most things in life, has two sides to the coin: wheels make our lives easier on many levels, however, they also make us lazy.

Ill using one's car will lead to its early breakdown; on the other hand, not using it will also lead to its malfunction. Our bodies are the same. Some of us work their bodies as little as possible and others drive themselves over the limit. Both of these are unhealthy habits as our bodies, as I always say, are not replaceable and have to last us a lifetime, notwithstanding the high rate of knee and hip replacements nowadays!

Exercising oneself and being active is good for the young and old alike. Participating in sports or exercise classes keeps us healthy as well as keeping joints well greased! When we grow older aches and pains seem to crop up on us from nowhere and maybe make us take a step back and stop almost all physical activity and fill ourselves with pills of all shapes and colours. The same is the case with the elderly.

Fortunately, our bodies rely on exercise to remain healthy, and the more people exercise, the more they can remain mobile. Losing one's mobility is also

losing one's independence as these go hand in hand. Not being able to walk properly will require a person to need help in most activities of daily living and, unfortunately, immobility will bring with it a myriad of complications which further emphasize our dependence on others. This we witness daily with our residents at work.

On the other hand, overdoing it will strain the body too much, increasing wear and tear. Overworking your body might not be only due to exercise, but also by bad working habits, especially

in our line of work. That is why it is important to keep an open mind to new techniques which are developed to make your work easier, a positive thing for both worker and client.

Listening to advice when given and practicing good techniques will allow us to work safely and remain strong enough primarily for our sakes and also to help our residents regain, at least some of their physical and psychological strength and independence. If for nothing else, it would make the physio's job much easier anyway!

"Exercising oneself and being active is good for the young and old alike. Participating in sports or exercise classes keeps us healthy as well as keeping joints well greased!"



JONATHAN GRECH IS A PHYSICAL THERAPIST BY PROFESSION AND A LECTURER ON MANUAL HANDLING AND LIFTING AT CAREMALTA.



The importance of Hygiene

RUDOLPH CINI DELVES INTO THE NEED FOR GOOD HYGIENE IN ALL ASPECTS OF OUR LIVES.

It is a known factor the human being is constantly surrounded by micro-organisms or what are most commonly known as bacteria or viruses, most of which even though they might be harmful are not considered a threat on our health as long as we are enjoying a good healthy state. Just to put you in the picture each individual carries on the skin the amount of micro-organism equivalent to the population of our planet. Yes we carry on us about six billion micro-organism which at any

moment can find us in a vulnerable moment and cause complications in what we know as infection. These micro-organisms are continuously being transferred from one person to the other and from one object to another mainly through our hands. It is important to note the importance to keep our hands clean and realise that everything that we touch can be a source of contamination. Hand hygiene is one of the most important practices to reduce the transmission of these micro-organisms

especially in a health care set up. By the term hand hygiene I mean just the simple task of washing your hands with soap and water and drying them thoroughly. An alternative to soap and water hands can be also sanitised by using an alcohol hand rub which is a substitute to soap and water and not complimentary. Hands must be washed before and after food handling, after toileting and after making contact with objects that are used by different people, such as money. In a health care set up staff must be well aware of the need to wash their hands before and after each procedure or contact with a patient or their surrounding. Alcohol hand rubs are now available in many frequented areas, be it a shopping centre, on cruise ships and quite rightly so in hospital entrances. Their use must be encouraged and relatives, staff and patients should make use of such items to reduce as much as possible the transmission of micro-organisms therefore reducing the incidence of infections.

I conclude by noting that the World Health Organisation or as most popularly recognised the WHO states that if everyone washes their hands properly and at the right time the incidence of cross infection can be reduced by not less than 95%. This means that lives can be saved with a simple gesture, by WASHING OUR HANDS.

RUDOLPH CINI IS AN INFECTION CONTROL NURSE RESPONSIBLE FOR INFECTION CONTROL IN ALL THE GERIATRIC SETUPS WITHIN THE HEALTH DIVISION. HE LECTURES INFECTION CONTROL AT CAREMALTA'S CITY & GUILDS CENTRE.

“Hands must be washed before and after food handling, after toileting and after making contact with objects that are used by different people, such as money.”



A journey through Words

FACILITY MANAGER JANET SILVIO SPEAKS TO CARENET ON A PUBLICATION SHE IS WORKING ON.

This journey started during last year's Women' Day Lunch, organised every year by Care Malta and where all women in administration and management are invited to spend an afternoon together. During her speech, Mrs. Natalie Briffa Farrugia, mentioned that the following year Women's Day would be celebrating a centenary and that she had a dream... that of collecting one hundred stories from our residents and publishing them in a book. Mrs. Briffa Farrugia was aware of my passion for writing and sent me this invitation to manage the project, which I accepted wholeheartedly.

I started the interviews in June 2010. All the facility's managers were of great help in short listing women to be interviewed, choosing a variety of backgrounds and life experiences. Meeting these women was a great learning experience. I was touched by their affection when I visited them and their happiness in having someone so interested in their lives. I have met women from all different kind of backgrounds but all with one thing in common, a great strength of character.

We shared laughter and tears during the interviews and many times they would end up giving me advice on how I should face things in life, advice which I cherished. Each time I interviewed someone, I felt I was re-living an important part of history, a way of life which is now long gone.

I have met women who have barely had any schooling; others who could not even afford a pair of shoes; women who were brought up without a mother and others who had to take care of all their siblings when their mothers passed away. I met women who became professionals and others who managed to set up a business on their own. There were even a few who lived most of their lives abroad before retiring in Malta. There were women who raised large families and others who decided to stay single. Many of these stories took place against a background of war, poverty and restricted freedom.

“My greatest hope is that, with this book, I will manage to transmit to the reader all the emotions these women gave me. This book is a rare treasure, a journey through words teaching us that our mothers and

grandmothers are a very important part of our history and thus the building blocks of our future.”

RESIDENTS news

Throughout the past few months, a number of activities for our elderly residents were organised by the management of CareMalta's facilities throughout the Island. Social activities for the elderly are essential because they help in bringing about considerable improvement in their health condition and their overall well-being. This is because any activity will increase their body movements which in turn will improve the condition of their physical health.

It is also needed for their mental It adds up to their confidence and gives them a sense of independence. These activities would not be possible were it not for the dedication of our team of managers, activity co-ordinators, care staff and other volunteers who go that extra mile to ensure that residents' full participation in the activities organised purposely for them.

ROSEVILLE



On 15th September, Roseville's 3rd floor was ready to accommodate more residents, for this event an afternoon party was organized. All residents enjoyed singing together with two guitarists

CASA ARKATI



Casa Arkati anniversary celebration.

COSPICUA HOME



Cospicua Home celebrated the Day for the Elderly by offering its residents a home made high tea. Various employees volunteered to prepare different kinds of sweets like coconut balls, date cakes, 'puddina', scones and marble cake. After this delicious treat some of the residents stayed after hours to play bingo.

ZEJTUN HOME



A 'lampukata' was organised and enjoyed by all.

VILLA MESSINA



Exam time for our secretaries following a supervisory course



CPR training and practical for staff at Villa Messina



Police dog section together with Villa Messina employee's children after a show for them and the residents



Halloween at Villa Messina. The pumpkin did not end up in the soup!



Activities for employee's children during the bring your child to work day

Nutrition and the elderly

DR KAREN MUGLIETT EXPLAINS HOW 'WE REALLY ARE WHAT WE EAT'.

Eating well is important for the elderly as it is for any other age group. Yet due to certain barriers such as physical and food preparation limitations, chewing difficulties, fatigue, loneliness, financial or mobility problems, changes to the senses of taste and smell, the elderly can become malnourished.

This situation can be recognised by identifying a number of symptoms including weight loss, disorientation, lightheadedness, lethargy and loss of appetite and this in turn creates a vicious circle. Eating well is therefore crucial, here are some practical tips for the elderly or their carers to ensure they are getting the proper nutrition:

Offer nutritionally-dense foods. Since many seniors may not be eating as much as they should, the food they do eat must be as nutritious as possible. Encourage fresh, whole, unprocessed foods that offer a lot of nutrients.

Enhance aromas and flavours.

Appealing foods may help stimulate appetite, especially in someone whose senses of taste and smell aren't what they used to be. Flavours can be enhanced with herbs, fruit such as lemon zest, marinades, dressings and sauces.

Invite an elderly person over for a meal regularly. Elderly people who live alone may stop cooking meals. Meals-on-wheels or day care centres which provide hot meals may help. Alternatively, families or neighbours can help by taking hot meals to the elderly or by inviting them over on a regular basis.

Encourage healthy snacking.

Snacks may be more appealing to the elderly than three large meals a day and can be encouraged as long they are healthy. Ensure that these include plenty of fruits and vegetables, whole grains like cereals and brown rice. These contribute nutrients like folate, zinc, calcium, Vitamin E and Vitamin B12, which are often lacking in an elderly's diet.

Help elderly in their shopping. Lack of mobility often hinders proper shopping for an elderly person so carers should try to shop for them or offer transport. Another option is to encourage a home delivery system from nearby grocers, green grocers or butchers. It is a good idea if the elderly are encouraged to keep a stock of non-perishable foods at home.

Remind the elderly to eat.

Poor memory may interfere with good nutrition, and the elderly need to be reminded at certain times of the day that it is time to eat and nourish oneself.

Eating a healthy diet can reduce the risk for many conditions associated with aging and when combined with regular physical activity it can reduce the risk of many chronic diseases. Watching over our elderly residents, relatives or neighbours is thus important and can help improve lives of many elderly people.

“Eating a healthy diet can reduce the risk for many conditions associated with aging and when combined with regular physical activity it can reduce the risk of many chronic diseases.”

THE TABLE BELOW HELPS TO GUIDE US TO EAT THESE NUTRITIENT-DENSE FOODS.

FRUIT & VEGETABLES (NO SALT OR SUGAR ADDED)	VEGETABLE-BASED DISHES (NO CREAM)
<p>Eg: apples, oranges, broccoli, carrots, cauliflower, cucumber and tomatoes.</p> <p>Try to pick local vegetables and fruit in season</p> <p>These foods are naturally high in water and contain fibre.</p>	<p>Eg: freshly made vegetable-based soups, stews, casseroles and vegetable-based sauces rather than sauces with cream.</p> <p>Decide what to use depending on what is local and in season.</p>
LOW FAT & FAT-FREE DAIRY PRODUCTS	PULSES
<p>Eg: semi-skimmed and skimmed milk, low fat yogurt and cheeses like ricotta.</p> <p>Choosing lower fat dairy products will help you lower the total fat intake.</p>	<p>Eg: red kidney beans, lentils, chickpeas, broad beans, butter beans and soya beans</p> <p>Pulses are high in protein and contain fibre and can be used as a healthier and cheaper substitute to meat.</p>
POTATOES & WATER-RICH CEREAL-BASED FOODS	LEAN MEAT, POULTRY, RABBIT & FISH
<p>Eg: boiled or baked pasta and rice, potatoes with peel on, couscous, bulgur wheat, quinoa and barley</p> <p>These provide energy but have a high water content.</p> <p>Choose brown or wholegrain pasta and rice.</p>	<p>Eg: chicken or turkey without skin, grilled or steamed fish, lean red meat (preferably only once a week)</p>

Table adapted from the British Nutrition Foundation's leaflet: Eat More, Lose Weight – www.nutrition.org.uk



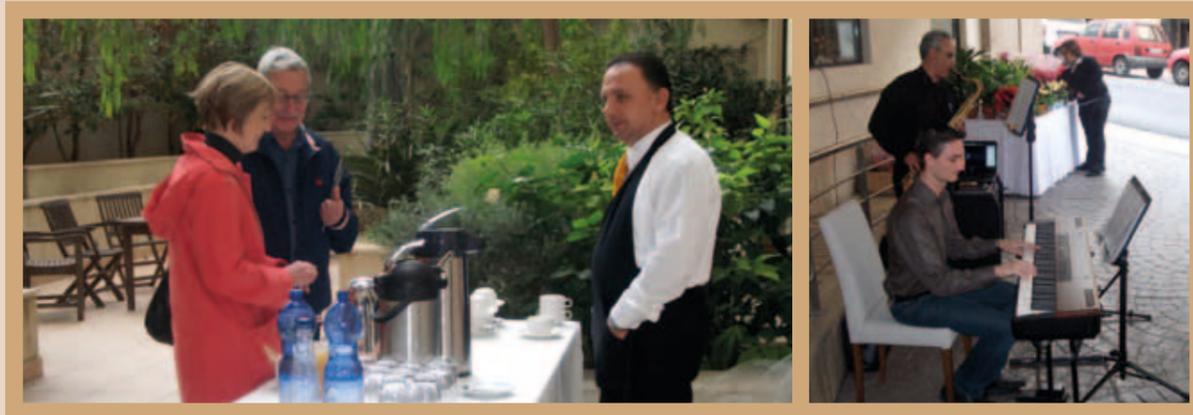
DR KAREN MUGLIETT IS A HOME ECONOMIST AND LECTURER IN NUTRITION, FAMILY AND CONSUMER AFFAIRS AT THE UNIVERSITY OF MALTA. SHE TEACHES NUTRITION AT CAREMALTA'S CITY & GUILDS CENTRE.

COMPANY news



PRINCE OF WALES CELEBRATES 5TH ANNIVERSARY

On 5th December, CareMalta's facility for independent living celebrated the 5th anniversary with a successful open day. Hundreds of persons visited the complex where they had the opportunity to see the comfortable apartments at this facility and to speak to the management and staff. Visitors were kept entertained by various musicians and had also the opportunity to buy plants from a Botanica stand at the entrance to the complex.



CHAIRMAN'S LUNCH

The annual Christmas Lunch, known as the Chairman's lunch, was this year held at Villa Amadeo on 16th December. This year's guest of honour was the Hon. Dr Joseph Cassar, Minister of Health, the Elderly and Community Care. The lunch was also attended by all CareMalta managers, officials from the Health and Elderly departments as well other close collaborators. Food was provided by Caremax Ltd.



LAUNCH OF EMPLOYEE HANDBOOK

At the end of last year, the company's HR department launched the Employee Handbook, a publication for all CareMalta employees containing useful information about the company's policies and procedures, initiatives as well other relevant information. It has been distributed to all the present staff members and henceforth will also be given to new employees at recruitment stage.



V-CARD LAUNCHED

A discount card, aptly called the V-Card has been launched and distributed all all employees across the whole Vassallo Group. This card entitles employees to discounts offered by companies within the Group as well as by other companies who have a business relationship with the Group. It is envisaged that more companies will be added to the present list in the weeks to come.



NEW employees

Nicholas John Dingli	Nurse	Bernice Ciantar	Care Assistant	Marianne Ellul	Trainee Care Assistant
Tonio Attard	Nurse	Anna Maria Galea	Care Assistant	Aaron Kitcher	Nurse
Jessica Danastasi	Care Assistant	Josephine Theuma	Trainee Care Assistant	Dorianne Bugeja	Trainee Care Assistant
Claudette Micallef	Domestic	Helen Camilleri	Domestic	M Dolores Vassallo	Nurse
Marisa Cachia	Home Assistant	Doris Zammit	Care Assistant	Carmen Danastasi	Trainee Care Assistant
Mark Tanti	Kitchen Assistant	Carmen Fenech	Care Assistant	Serine Stanyer	Care Assistant
Daniel Farrugia	Trainee Care Assistant	Mary Bonello	Home Assistant	Sacha Cutajar	Care Assistant
Nadege Fiteni	Care Assistant	Sarah Marie Micallef	Trainee Care Assistant	Joanne Grech	Trainee Care Assistant
Helen Chegwyn	Trainee Care Assistant	M Lourdes Cini	Care Assistant	Mireille Tabone	Trainee Care Assistant
Marilyn Gauci	Nurse	Gigliola Pace	Care Assistant	Austin Panzavecchio	Care Assistant
Graziella Galea	Home Assistant	Theresa Grixti	Trainee Care Assistant	Graziella Azzopardi	Trainee Care Assistant
Carole Lauria	Nurse	Isabelle Attard	Care Assistant	Noel Borg	Facility Manager
Karl John Attard	Kitchen Assistant	Vanessa Demicoli	Care Assistant	Joseph Mary Mintoff	Security
Clotilde Spiteri	Nurse	Margaret Briffa	Nurse	Karen Elaine Fenech	Domestic
Helen Schembri	Trainee Care Assistant	Therese Galea	Trainee Care Assistant	Vince Degiorgio	Porter/Security
Evelyn Pisani	Home Assistant	M Lourdes Caruana	Care Assistant	Mary Rose Galea	Domestic
Josephine Ghigo	Kitchen Assistant	Marcelle Bonello	Care Assistant	Simone Vella	Receptionist
Christopher Borg	Nurse	Ruth Tonna	Care Assistant	Roberta Cassar	Domestic
Marika Schembri	Trainee Care Assistant	Mary Doris Caruana	Kitchen Assistant	Richard Farrugia	Receptionist
Doris Attard	Domestic	Jessica Borg	Trainee Care Assistant	Nevillie Borg	Kitchen Assistant
Anette Attard	Trainee Care Assistant	Ruth Agius	Care Assistant	Alex Caruana	Porter/Security
Lorraine Husk	Trainee Care Assistant	Joanne Marie Vidal	Trainee Care Assistant	Letizia Borg	Care Assistant
Alexi Zammit	Care Assistant	Rose Chetcuti	Care Assistant	Kimberly Attard	Care Assistant
Lydia Deguara	Domestic	Suzanne Camilleri	Care Assistant	Johanna Pizzuto	Nurse
Sonia Maria Vella	Kitchen Assistant	Sandra Abela	Domestic	Chantelle Psaila	Sec/Receptionist
Rose Portelli	Trainee Care Assistant	Roswita Gatt	Care Assistant	Dormaine Debono	Domestic
Martha Vassallo	Care Assistant	Anthea Grixti	Care Assistant	Ziead Jarboua	Nurse
Raymond Micallef	Nurse	Sephora Cassar	Care Assistant	Rita Maggi	Trainee Care Assistant
Marthese Abela	Trainee Care Assistant	Silvianne Refalo	Domestic	Marlene Fenech	Domestic
Roberta Vella	Care Assistant	Marthese Cordina	Kitchen Assistant	Amanda Galdes	Domestic
Rebecca Amaliri	Care Assistant	Josephine Saliba	Kitchen Assistant	Mary Gauci	Trainee Care Assistant
Noel Hili	Physiotherapist	Gracelle Debono	Trainee Care Assistant	Romina Gilford	Trainee Care Assistant
Eleanor Sammut Demanuele	Receptionist	Denise Caruana	Facility Administrative Assistant	Patrick Joseph Camilleri	Nurse
Annie Ciappara	Care Assistant	Mark Azzopardi	Maintenance Technician	Claude Mifsud	Sec/Receptionist
Carmen Cutajar	Kitchen Assistant	Donna Gerada	Trainee Care Assistant	Margaret Borg	Care Assistant
Editha Ferriggi	Trainee Care Assistant	Charlene Schembri	Trainee Care Assistant	Melissa Grech	Care Assistant
Josef Spiteri	Care Assistant	Anna Borg	Care Assistant	Tiziana Pane	Care Assistant
Raisa Gauci	Care Assistant	Vincent Mamo	Kitchen Assistant	Cheryl Agius	Care Assistant
Annette Azzopardi	Care Assistant	Maria Rita Galea	Trainee Care Assistant	Rita Grech	Nurse
Simone Vella	Receptionist	Jonathan Vella	Care Assistant	Marina Galea	Care Assistant
Catherine Spiteri	Kitchen Assistant	Fabian Vella	Care Assistant	Aloysia Mercieca	Care Assistant
Charlene Bartolo	Trainee Care Assistant	Anna Grech	Care Assistant	Vanessa Zammit	Payroll Clerk

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