
The Medicines Authority receives three awards for good practice and quality initiatives in people management

The Medicines Authority received three awards at the Malta People Awards held on Friday evening. It was recognised for employee engagement, the level of excellence it registers in the learning and development of its employees, and for offering equal opportunities.

Over twenty companies and organisations set up in Malta and Gozo vied for the awards. Thirty five different reports were submitted altogether in seven different areas of people management. "This exercise is meant to acknowledge and award good practice and quality initiatives in human resource management and development", says the Foundation for Human Resources Development which organised the People Awards for the tenth year.

The Medicines Authority was awarded for engaging its employees in the overall strategy and operations of the organisation. It involves its people in its decision making, mainly through high quality staff meetings throughout the year and theme related committees and working groups. It conducts a staff satisfaction survey on a regular basis so as to identify the needs and expectations of its people in a structured manner and so that highlighted opportunities for improvement are taken into consideration

The Medicines Authority has invested in two twinning projects with other European medicines agencies to ensure that staff are trained to the highest standards in medicines regulation. Training needs of all staff are analysed at least once a year and the Medicines Authority develops training and development priorities on a yearly basis to ensure that training needs are met in line with the resources of the Medicines Authority. The Authority collaborates with training institutions and other medicines agencies to provide training opportunities to its people to ensure that Malta is at the forefront of the latest advancements in the regulation of medicines.

The Medicines Authority was also recognised for 'Equal Opportunities'. People are awarded equal opportunities independent of their age, sex, gender, race, religion and recruitment and the awarding of promotions is based on meritocracy and performance. There is healthy mix of both male and female participation at all levels. Activities and events take into consideration the different needs of employees and such initiatives and structures resulted in lower staff turn over and greater staff satisfaction.

The FHRD People Awards motivate companies to strive for excellence in people management. The assessment process is very transparent and professional and enables organisations to work on areas for improvement to attain set standards. "The Medicines Authority believes that by communicating with and involving its employees and its stakeholders there is added value and gain from the regulation of medicinal products and pharmaceutical activities in Malta for the benefit of public health and of all stakeholders including patients, consumers, health care professionals, manufacturers and wholesale dealers of pharmaceutical products and pharmacies", said Dr. Patricia Vella Bonanno, CEO of the Medicines Authority.