

## Ministry for Health

### Post of Staff Nurse in the Malta Public Service

*Nomenclatures denoting the male gender include also the female gender.*

1. The Director General (People Management), Ministry for Health invites applications for the post of Staff Nurse in the Malta Public Service.

#### Terms and Conditions

2.1 This appointment is subject to a probationary period of one (1) year if appointed with a Degree in Nursing (Scale 10) and for a period of six (6) months if appointed with a Diploma in Nursing (Scale 12).

2.2 The salary for the post of Staff Nurse with Diploma at MQF Level 5 (subject to a minimum of 60 ECTS/ECVET credits) is Salary Scale 12, which in the year 2020 is equivalent to, €18,142 per annum, rising by annual increments of €354 up to a maximum of €20,266. A Staff Nurse (with Diploma) will progress from Salary Scale 12 to Salary Scale 10, (which in the year 2020 is €20,603 x €407.67 - €23,049 per annum) on completion of three (3) years service in the grade, subject to satisfactory performance. A Staff Nurse (with Diploma) shall progress from Salary Scale 10 to Salary Scale 9 (which in the year 2020 is €21,933 x €447.33 - €24,617 per annum), subject to the attainment of the relevant warrant to practice AND upon completion of five (5) years whole time equivalence of satisfactory service in the grade.

Staff Nurses with Diploma who obtain a BSc. Nursing Degree at MQF Level 6 (subject to a minimum of 180 ECTS/ECVET credits or equivalent, with regard to programmes commencing as from October 2003), or its equivalent as determined by Management, during the course of their employment, are immediately placed in Scale 10 and then progressed to Scale 9 after two (2) years with Degree or five (5) year service in the class and attainment of warrant, whichever comes first.

2.3 The salary for the post of Staff Nurse in possession of a BSc (Nursing) degree at MQF Level 6 (subject to a minimum of 180 ECTS/ECVET credits or equivalent, with regard to programmes commencing as from October 2003) or its equivalent as determined by the Department of Health, following consultation with the Council of Nurses and Midwives (Malta), is in Salary Scale 10, which in the year 2020 is €20,603 per annum rising by annual increments of €407.67 up to a maximum of €23,049 per annum. A Staff Nurse (with Degree) will progress from Salary Scale 10 to Salary Scale 9 (which in the year 2020 is €21,933x €447.33 - €24,617 per annum) on completion of two (2) years service as Staff Nurse (with Degree) in Salary Scale 10 subject to satisfactory performance.

2.4 A Staff Nurse who in addition to requirements stated in paragraph 2.2 or paragraph 2.3, is in possession of an appropriate postgraduate Masters' Degree at MQF Level 7 (subject to a minimum of 60 ECTS/ECVET credits or equivalent, with regard to programmes commencing as from October 2008) or PhD at MQF Level 8 shall be immediately placed in Salary Scale 8 (which in the year 2020 is €23,358 x €486.83 - €26,279 per annum) as Staff Nurse

2.5 It is being noted that the salary for the post of Staff Nurse is supplemented by allowances as specified by the sectoral agreement in force signed between the Government of Malta and the Malta Union of Midwives and Nurses.

#### Duties

3.1 The job duties for the post of Staff Nurse may be viewed in Annex A attached to this Circular.

Further details of the job description of the post may be obtained from the People Management Division, Ministry for Health, 15, Palazzo Castellania, Merchants Street, Valletta, VLT 1171, which may also be contacted by email at [recruitment.health@gov.mt](mailto:recruitment.health@gov.mt).

3.2 Appointees shall be posted in a respective Ministry according to the exigencies of the service and letters of

appointment shall be issued by the Permanent Secretary of the respective Ministry.

3.3 Selected candidates may be required to perform duties on a shift basis including night duty according to the established rosters.

## Eligibility Requirements

4.1 By the closing time and date of this call for applications, applicants must be:

- i. a. citizens of Malta; **or**
- b. citizens of other Member States of the European Union who are entitled to equal treatment to Maltese citizens in matters of employment by virtue of EU legislation and treaty provisions dealing with the free movement of workers; **or**
- c. citizens of any other country who are entitled to equal treatment to Maltese citizens in matters related to employment by virtue of the application to that country of EU legislation and treaty provisions dealing with the free movement of workers; **or**
- d. any other persons who are entitled to equal treatment to Maltese citizens in matters related to employment in terms of the law or the above-mentioned EU legislation and treaty provisions, on account of their family relationship with persons mentioned in paragraph (a), (b) or (c); **or**
- e. third country nationals who have been granted long-term resident status in Malta under regulation 4 of the "Status of Long-Term Residents (Third Country Nationals) Regulations, 2006" or who have been granted a residence permit under regulation 18(3) thereof, together with family members of such third country nationals who have been granted a residence permit under the "Family Reunification Regulations, 2007".

The advice of the Department of Citizenship and Expatriate Affairs within the Identity Malta Agency should be sought as necessary in the interpretation of the above provisions.

The appointment of candidates referred to at (b), (c), (d) and (e) above would necessitate the issue of an employment licence in so far as this is required by the Immigration Act and subsidiary legislation. Jobsplus should be consulted as necessary on this issue.

**Applications will also be considered from candidates who are third country nationals and do not satisfy the criteria set out in paragraph 4.1(i), provided that they satisfy the requirements stated in paragraphs 4.1 (ii). to 4.2. The appointment of such candidates would necessitate the issue of an employment licence in so far as this is required by the Immigration Act and subsidiary legislation.**

(ii)(a) proficient in the Maltese Language. However, candidates who do not possess proficiency in the Maltese language will still be considered but have to provide evidence of basic proficiency in the Maltese Language before confirmation of appointment, which is within one (1) year of engagement in case of Nurses appointed with a Degree and six (6) months in case of Nurses appointed with a Diploma by being successful in the examination in Basic Medical Maltese for the Healthcare Profession Part 1 of the University of Malta. The course officially leading to this examination is the Course in Basic Medical Maltese for the Healthcare Profession Part 1 run by the Department of Maltese of the University of Malta. Nurses engaged with a Diploma who would have not obtained this certification within the probationary period of six (6) months, will be given a onetime extension of six (6) months to successfully obtain this certification, prior to confirmation of their appointment. Any related course and assessment fees are to be paid by prospective selected candidates. However, such expenses may be claimed through the Continuous Professional Development (CPD) Scheme.

AND

b. be proficient in the English Language;

Either

- by providing proof by the interview date, that the primary nursing qualification was undertaken in the English Language;

OR

- by providing by the interview date, a valid certificate of IELTS (International English Language Testing System)

of average band score of 6 or above in the listening, reading, writing and speaking domains. A certified equivalent qualification to IELTS (Overall Band Score 6) e.g. GCSE/ Cambridge: Grade C, TOEFL (IBT): 60-80, CEFR: B2 will also be accepted.

OR

- by providing documentation showing at least 6-month Full Time Equivalent certified work experience as registered Nurse in the United Kingdom, Ireland or any other English Speaking country where English is the primary and/ or the official language.

AND

(iii) in possession of a recognised qualification at MQF level 5 with a minimum of 60 ECTS/ECVET credits or equivalent in Nursing or a comparable professional qualification AND in possession of a certificate of registration as First Level Nurse with the Council for Nurses and Midwives (Malta), or be listed in the Special Parts of the Register held by the Council for Nurses and Midwives (Malta) in respect of nurses trained in the different special areas recognised by the said Council;

OR

(iv) in possession of a recognised qualification at MQF level 6 (subject to a minimum of 180 ECTS/ECVET credits or equivalent, with regard to programmes commencing as from October 2003) in Nursing or a comparable professional qualification AND in possession of a certificate of registration as First Level Nurse with the Council for Nurses and Midwives (Malta), or be listed in the Special Parts of the Register held by the Council for Nurses and Midwives (Malta) in respect of nurses trained in the different special areas recognised by the said Council.

**Public Officers applying for this post must be confirmed in their current appointment.**

4.2 Qualifications at a level higher than that specified above will be accepted for eligibility purposes, provided they meet any specified subject requirements. A Master's qualification at MQF Level 7, or equivalent, must comprise a minimum of 60 ECTS/ECVET credits with regard to programmes commencing as from October 2008.

Moreover, candidates who have not yet formally obtained any of the above-mentioned qualifications will still be considered, provided that they submit evidence that they have been approved for the award of the qualifications in question, or successfully completed the necessary ECTS/ECVET credits, or equivalent, taken as part of a recognized higher MQF level program of study, as required in the afore-mentioned eligibility criteria, by the closing time and date of the call for applications.

4.3 Public Officers holding a grade in a particular stream, and who were granted Officer in Scale status by virtue of a Grievances Unit decision in the same scale as that of a higher grade in that stream, are eligible to apply for grades open to officers holding such higher grade within the stream that carries the same scale as that of the Officer in Scale status.

The years of service since the effective date of appointment as Officer in Scale are reckonable for the purpose of satisfying any requisite years of service stipulated in calls for applications.

Any other eligibility requisites for the post must be met in terms of this call for applications.

4.4 Applicants must be of conduct which is appropriate to the post applied for (applicants who are already in the Malta Public Service must produce an updated Service and Leave Record Form (GP 47) issued not earlier than one (1) month from date of application; those applying from outside the Service must produce a Certificate of Conduct issued by the Police or other competent authority not earlier than one (1) month from the date of application and state whether they have ever been in Government Service, giving details).

4.5 Applicants must be eligible to take up their due appointment, in terms of 4.1 to 4.4 above, not only by the closing time and date of this call for applications but also on the date of appointment.

4.6 Prospective applicants should note the requirement to produce MQRIC recognition statements in respect of their qualifications from MQRIC, or other designated authorities, as applicable, as per provisions applicable to this call for applications (see link below).

## Submission of Supporting Documents

5.1 Qualifications and experience claimed must be supported by certificates and/or testimonials, copies of which are to be scanned and sent through the Recruitment Portal on <https://recruitment.gov.mt>.

5.2 Original certificates and/or testimonials are to be invariably produced for verification at the interview.

## Selection Procedure

6.1 Eligible applicants will be assessed by a Selection Board to determine their suitability for the post. The maximum mark for this selection process is 100% and the pass mark is 50%.

6.2 Due consideration will be given to applicants who, besides the requisites indicated in paragraphs 4.1 to 4.3, have proven relevant work experience.

## Submission of Applications

7.1 Applications are to be submitted, for the attention of the People Management Division, Ministry for Health, 15, Palazzo Castellania, Merchants Street, Valletta VLT 1171, through the Recruitment Portal **only** at the following address: <https://recruitment.gov.mt>. Applications are to include a Curriculum Vitae (which should include a list of qualifications held by applicant), and an updated Service and Leave Record Form (GP47), which has been issued not earlier than one (1) month from the date of application, in PDF format, which are to be uploaded through the Portal. The closing date of the receipt of applications is **end of business of Monday, 28th December 2020**. A computer-generated e-mail will be sent as an acknowledgement of the application. Further details concerning the submission of applications are contained in the general provisions referred to below. There will be four (4) selection processes. The selection process will consider applications received by end of business of the following dates **only if satisfying the eligibility criteria, namely the qualification and registration as a first level nurse with the Council of Nurses and Midwives (Malta)**:

**Thursday, 16th April, 2020**

**Thursday, 2nd July 2020.**

**Thursday, 1st October 2020**

**Monday, 28th December 2020**

The applications received for the above specified dates will be grouped in four (4) selection processes.

7.2 Applicants are granted up to two (2) working days after closing date or up to two (2) working days from date of notification, whichever is the later, to submit any incorrect or incomplete documents.

7.3 Applicants are strongly advised not to wait until the last day to submit their application since heavy internet traffic or a fault with the internet connection could lead to difficulties in submission. The People and Standards Division cannot be held responsible for any delay due to such difficulties.

## Other General Provisions

8. Other general provisions concerning this call for applications, with particular reference to:

- applicable benefits, conditions and rules/regulations;
- reasonable accommodation for registered persons with disability;
- submission of recognition statements in respect of qualifications;
- publication of the result;
- medical examination;
- the process for the submission of petitions concerning the result;
- access to application forms and related details;
- retention of documents;

may be viewed by accessing the website of the People & Standards Division at the address <https://publicservice.gov.mt/en/people/Pages/PeopleResourcingandCompliance/FormsandTemplates.aspx> or may be obtained from the People Management Division, Ministry for Health, 15, Palazzo Castellania, Merchant Strette, Valletta, VLT 1171. These general provisions are to be regarded as an integral part of this call for applications.

The website address and e-mail address of the receiving Division are <http://deputyprimeminister.gov.mt> and [recruitment.health@gov.mt](mailto:recruitment.health@gov.mt)

Maureen Mahoney  
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f/ Permanent Secretary