

Ministry for Health

POSITION 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 position of Staff Nurse in the Malta Public Service.

Duration of assignment and Conditions

2.1 A selected candidate will enter into a three (3) year assignment as a Staff Nurse in the Malta Public Service, which may be renewed for further periods.

2.2 The position of Staff Nurse 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).

2.3 An officer holding a position of a definite nature (i.e. with objective reason), who is in the last (4) months of his/her definite term, may apply laterally, even if the advertised position carries the same specialisation that s/he currently holds.

2.4 Accepting appointment in this position signifies that any pending applications within the Public Service are automatically considered renounced, unless the latter are applications for SAAC / ADAC positions.

Salary pegged to the position

3.1 The salary for the position 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 2023 is equivalent to, €20,270.04 per annum, rising by annual increments of €354 up to a maximum of €22,394.04. A Staff Nurse (with Diploma) will progress from Salary Scale 12 to Salary Scale 10, (which in the year 2023 is €23,029.57 X €407.67 - €25,475.59 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 Scale 9 (which in the year 2023 is €24,494.79 X €447.33 - €27,178.77 per annum), subject to the attainment of the relevant warrant to practice AND 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), or its equivalent as determined by Management, during the course of their employment, are immediately placed in Scale 10 and then progress to Scale 9 after two (2) years with Degree or five (5) year service in the class and attainment of warrant, whichever comes first.

3.2 The salary for the position 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) or its equivalent as determined by the Department of Health, following the consultation with the Council of Nurses and Midwives (Malta), is in Salary Scale 10, which in the year 2023 is €23,029.57 per annum rising by annual increments of €407.67 up to a maximum of €25,475.59 per annum. A Staff Nurse (with Degree) will progress from Salary Scale 10 to Salary Scale 9 (which in the year 2023 is €24,494.79 X €447.33 - €27,178.77 per annum) on completion of two (2) years service as Staff Nurse (with Degree) in Salary Scale 10 subject to satisfactory performance.

3.3 A Staff Nurse who in addition to requirements stated in paragraph 3.1 or paragraph 3.2 is in possession of an appropriate postgraduate Masters' Degree at MQF Level 7 (subject to a minimum of 90 ECTS/ECVET credits or equivalent*) or PhD at MQF Level 8 shall be immediately placed in Salary Scale 8 (which in the year 2023 is €26,048.25 X €486.83 - €28,969.23 per annum) as Staff Nurse.

*A recognised Masters's qualification with a minimum of 60 ECTS/ECVET credits is only accepted subject to an MQRIC formal Master's recognition statement being submitted with the application. A recognised Master's qualification from the University of Malta (awarded pre-2009) with less than 60 ECTS/ECVET credits is acceptable provided that it is verified by MQRIC that the workload is comparable to at least 60 ECTS/ECVET

credits.

3.4 It is being noted that the salary for the position 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

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

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

4.2 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.

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

Eligibility Requirements

5.1 By the closing time and date of this call for applications, applicants must be Third Country Nationals and satisfy the requirements stated in paragraphs 5.1 (ii). to 5.2. 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. 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) 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.

v. Public Officers applying for this position must be confirmed in their current appointment, unless the current appointment is in a different class/career stream or in a definite position. Reversion to previous unconfirmed appointment is not possible.

5.2 (i) 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 90 ECTS/ECVET credits*.

*A recognised Masters's qualification with a minimum of 60 ECTS/ECVET credits is only accepted subject to an MQRIC formal Master's recognition statement being submitted with the application. A recognised Master's qualification from the University of Malta (awarded pre-2009) with less than 60 ECTS/ECVET credits is acceptable provided that it is verified by MQRIC that the workload is comparable to at least 60 ECTS/ECVET credits.

(ii) Moreover, candidates who have not yet formally obtained any of the above-mentioned qualifications will still be considered. Such candidates are to submit evidence that they have been approved for the award of the qualification in question.

(iii) Furthermore, candidates who are currently following a recognised programme of study at a higher MQF level than that requested above will also be considered. Such candidates are to submit evidence that they have successfully completed the necessary ECTS/ECVETS credits, or equivalent, and attained the required MQF level, by the closing time and date of the call for applications.

5.3 Applicants must be of conduct which is appropriate to the post applied for. In the case of applicants who are already in the Malta Public Service, the GP 47 is to be requested by HR Unit of the ministry /department issuing the call for application from the Director responsible for HR where applicants are serving, while those applying from outside the Public 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.

5.4 Applicants must be eligible to take up their due appointment, in terms of 5.1 to 5.3 above, not only by the closing time and date of this call for applications but also on the date of appointment.

5.5 Applicants are obliged to immediately inform the Selection Board (if result has not yet been published, in which case the application should be withdrawn by the applicant) or the HR Unit within the issuing ministry / department (if result has been published) upon any change in the status of their appointment from the date of submission of their application until the closing date, or upon being called for appointment as a result, of this call for application, as the case may be. Non-observance of this instruction may lead to disciplinary action. On its part, at the start of the interview, the Selection Board will request the candidate to declare any changes in status of his/her current appointment from the date of submission of application.

5.6 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).

5.7 The appointment of Third Country Nationals will be without prejudice to the applicant satisfying all eligibility requirements specified in 5.1 to 5.3 above and being granted a work permit in line with the Single Permit Regulations (Subsidiary Legislation 217.17 of the laws of Malta) as well as being able to fulfil all other conditions of entry into the Schengen territory. Each process is carried out independently and subject to due diligence processing by the competent Maltese authorities. Applicants who fail to satisfy these requirements within six (6) months from the closing date of the call for applications will be disqualified from the selection process.

Submission of Supporting Documents

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

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

Selection Procedure

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

7.2 Due consideration will be given to applicants who, besides the requisites indicated in paragraphs 5.1 to 5.5, have proven relevant work experience.

Submission of Applications

8.1 Applications are to be submitted, for the attention of the People Management Division, Ministry for Health, 15, Palazzo Castellania, Merchant Street, Valletta, VLT 1171 through the Online Government Recruitment Portal **only** on <https://recruitment.gov.mt>. Applications are to include a Curriculum Vitae (which should include a list of qualifications held by applicant). Those applying from outside the Public Service must produce a Certificate of Conduct 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 **13:30 hrs (Central European Time) of Monday, 3rd July, 2023**. 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.

8.2 It is the responsibility of the applicants not to leave until the last thirty (30) minutes for submission of their application.

8.3 Applications which are received after closing date and time (i.e. late applications) are not allowed.

8.4 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 or missing documents.

Other General Provisions

9. 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;
- the submission of recognition statements in respect of qualifications;
- the publication of the result;
- the process for the submission of petitions concerning the result;
- medical examination;
- 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://recruitmentintra.gov.mt/generalprovisions/GeneralProvisionsEN.pdf> or may be obtained from the People Management Division, Ministry for Health, 15, Palazzo Castellania, Merchant Street, 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 <https://deputyprimeminister.gov.mt> and recruitment.health@gov.mt.

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Director General (People Management)
f/ Permanent Secretary