

## **Ministry for Health and Active Ageing**

### **Position of Basic Specialist Trainee / General Practitioner Trainee in the Ministry for Health and Active Ageing**

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

1.1 The Permanent Secretary, Ministry for Health and Active Ageing invites applications for the position of Basic Specialist Trainee (Various) in the Ministry for Health and Active Ageing.

1.2 Vacancies exist in the following specialties:

- Anaesthetics and Intensive Care
- Emergency Medicine
- General/Internal Medicine
- General Practitioner Trainee
- General Surgery
- Haematology
- Histopathology
- Medical Microbiology including Bacteriology, Virology, Mycology, Parasitology and Infection Control
- Obstetrics and Gynaecology
- Ophthalmology
- Paediatrics
- Psychiatry
- Public Health Medicine
- Radiology
- Nuclear Medicine

#### **Duration of assignment and Conditions**

2.1 A selected candidate will enter into a four (4) year assignment as a Basic Specialist Trainee or General Practitioner Trainee in the Ministry for Health and Active Ageing, following which failure to achieve completion of Basic Specialist Training certification or completion of General Practitioner Training in Family Medicine within four (4) years full time, or equivalent duration period, will result in lateral assimilation into the substantive post of Junior Staff Grade (Salary Scale 8) or Staff Grade (Salary Scale 7) as applicable subject to other conditions as established in the sectoral agreement.

2.2 Wherever a Basic Specialist Trainee or General Practitioner Trainee does not complete his/her training within the four (4) year maximum limit of employment with government, or equivalent duration, the Employer retains the right to re-deploy the doctor concerned in the appropriate staff grade according to exigencies of the service. Such doctors shall remain in the same salary scale they would have attained and shall be referred to as Junior Staff Grade (Salary Scale 8) or Staff Grade (Salary Scale 7) as applicable, in accordance with the sectoral agreement in force signed between the Government of Malta and the Medical Association of Malta.

2.3 The position of Basic Specialist Trainee or General Practitioner Trainee is subject to a probationary period of (1) year.

2.4 It is hereby being noted that the Subsidiary Legislation 452.81 entitled "Contracts for Service for a Fixed Term Regulations" is not applicable in the case of this selection process by virtue of Regulation 3 (2) (c) thereof.

2.5 Appointees will be allowed to undertake private practice provided that:

- a) it is carried out strictly outside official working hours; and
- b) it does not interfere or conflict with the official duties or the exigencies of the service.

2.6 Selected candidates must be of conduct which is appropriate to the position applied for. Prior to appointment, selected candidates from outside the Public Service must produce a Certificate of Conduct issued by the Criminal Records Office or other competent authority not earlier than six (6) months from the closing date of this call for applications, which should be submitted by the selected candidate within one (1) week from the date of the notification of appointment.

2.7 In terms of the requirements emanating from Directive 16, regarding the 'Governing Framework for Preventing and Managing Conflicts of Interest in the Public Administration', issued by the Principal Permanent Secretary on 27th November 2023 and which came into force on 1st February 2024, the Selection Board will assess candidates' previous employments to assess potential conflicts of interest. In this respect, candidates are to provide a completely updated CV, including qualifications and employment history with their application. Any potential conflict of interest matters noted will be reported to the respective Permanent Secretary, to ensure that should the candidate be recruited, such conflicts of interest would be appropriately managed.

Moreover, selected candidates are to report any known actual, potential or apparent conflicts of interest prior to accepting an appointment, through the prescribed Declaration available at Appendix 1 to Directive 16 (available [here](#)).

2.8 During their duration of specialist training, an appointee is expected to satisfy the criteria approved by the specialist accreditation committee (SAC) for the relevant specialty as specified in the approved respective training curricula which can be found on the SAC's website <https://medicalsac.gov.mt/en/training-programmes/>.

### **Salary pegged to the position**

3.1 The Salary attached to the position of Basic Specialist Trainee or General Practitioner Trainee is equivalent to the fifth step of Salary Scale 8 (which in the year 2026 is €32,352.34 per annum, rising by annual increments of €486.83 up to a maximum of €33,326.00) together with a Specialisation Allowance of €4,900 per annum, which shall be paid in thirteen equal installments per annum.

3.2 An appointee who satisfies the criteria established for the relevant specialty, as specified in the respective training curriculum and exigencies of the specialty as approved by the Training Committee along the guidelines set by the Specialist Accreditation Committee of Malta during the contract period will, subject to satisfactory performance, be appointed Basic Specialist Trainee 2 or General Practitioner Trainee 2 and shall be placed in not less than the fifth step of Salary Scale 7, (which in the year 2026 is €34,282.68 per annum, rising by annual increments of €531.17 up to a maximum of €35,345.02) together with a Specialisation Allowance of €5,950 per annum, which shall be paid in thirteen equal installments per annum.

### **Duties**

4.1 The job duties for the position of Basic Specialist Trainee may be viewed in Annex A and the job duties for the position of General Practitioner Trainee may be viewed in Annex B attached to this Circular.

4.2 An appointee may be required to perform duties in any of the health care services of the Government of Malta at the discretion of the Management.

4.3 The appointee may be required to provide resident on-call service in accordance with an established roster which may include night duty. This roster will take into consideration training requirements as may be applicable from time to time as well as the exigencies of the service. Additional remuneration will be paid at the approved rates for hours worked in excess of forty (40) hours per week and for work performed on Sundays and Public Holidays. Four (4) hours per week paid protected time will be allocated for postgraduate training purposes.

### **Eligibility Requirements**

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

- i.
  - a. citizens of Malta; **or**
  - b. citizens of the 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"; **or**
  - f. in possession of a residence document issued in terms of the "Residence Status of United Kingdom Nationals and their Family Members in Malta in accordance with the Agreement on the Withdrawal of the United Kingdom and Northern Ireland from the European Union and the European Atomic Energy Community Regulations".

**The advice of the Citizenship Unit within Community Malta Agency and the Expatriates Unit within Identita` 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.

ii. must be proficient in the Maltese and English languages;

iii. (a) fully registered with the Medical Council of Malta and in possession of a warrant to practise; AND

(b) in possession of the Foundation Programme Certificate of Completion (FPCC) issued by the Malta Foundation School or a qualification which is deemed by the Medical Council of Malta to be appropriate, relevant and comparable.

**Public Officers applying for this post must be confirmed in their current appointment, unless the current appointment is in a different class/career stream or in a definite position, but may apply for a lower grade/position even if not confirmed and whether in the same stream or not.**

Moreover, candidates who have not yet formally obtained the requisites specified in paragraph 5.1 (iii) (a) and (b) will still be considered provided that they submit evidence that they would qualify for such requirements within six (6) months from the publication of the relevant result. If selected, such candidates must produce the requisites indicated in paragraph 5.1 (iii) (a) and (b) before appointment.

## **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.

6.3 A standard Curriculum Vitae is to be submitted with the required documents as per Para 6.1. Template is attached as Annex C.

## Selection Procedure

7.1 Eligible applicants will be assessed by two (2) Selection Boards to determine their suitability for the position. The maximum mark for this selection process is 100% and the pass mark is 50%.

The Selection Process will be carried out as follows:

- A General Selection Board will be responsible for the evaluation of eligibility and the assessment of General Criteria. The candidate will be required to attend for the general selection board only once. The mark obtained from this board will be included in the final mark of each specialty selected.
- Applicants who are found to be eligible according to section 5.1 will proceed to the Specialty-based interview. The applicant will be required to attend a specialty-based interview for each specialty selected (maximum of 3).
- The order of specialty preference shall be requested by the People Management Division during the process. The applicants will be given four (4) working days to submit through email.

7.2 Due consideration will be given to applicants who, besides the requisites indicated in paragraphs 5.1 to 5.2, have proven relevant work experience.

7.3 **It is hereby being noted that the result will be valid for six (6) months from publication of the relevant result.**

## Submission of Applications

**Note: Applicants may apply for up to three (3) specialties including General Practitioner Trainee.**

8.1 Applications are to be submitted, for the attention of the People Management Division, Ministry for Health and Active Ageing, 15, Palazzo Castellania, Merchants 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 and the employment history). The closing date of the receipt of applications is **17:15 hrs (Central European Time) of Friday 29th May 2026**. 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 moment 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 latest, 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;
- lateral applications;
- reasonable accommodation for registered persons with disability;
- submission of recognition statements in respect of qualifications;
- qualifications at a higher level;
- comparative level of public sector employees;
- renouncement of pending applications;
- 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 address  
[https://publicservices.gov.mt/en/people/Documents/Recruitment\\_GenProvs/General%20Provisions\\_ENG.pdf](https://publicservices.gov.mt/en/people/Documents/Recruitment_GenProvs/General%20Provisions_ENG.pdf) or  
may be obtained from the People Management Division, Ministry for Health and Active Ageing, 15, Palazzo  
Castellania, Merchants Street, Valletta VLT 1171. These general provisions are to be regarded as an integral  
part of this call for applications.

The website address of the Ministry for Health and Active Ageing is (<https://health.gov.mt>), and e-mail address  
is [recruitment.health@gov.mt](mailto:recruitment.health@gov.mt).