

Ministry for Health and Active Ageing

Position of Higher Specialist Trainee in Dermatology in the Department of Dermatology and Venereology in the Ministry for Health and Active Ageing

Nomenclatures denoting the male gender include also the female gender.

1.1 The Director General (People Management), Ministry for Health and Active Ageing invites applications for the position of Higher Specialist Trainee (Various Specialties) in the Ministry for Health and Active Ageing.

1.2 Vacancies exist in the following specialties:

1. Accident and Emergency Medicine in the Department of Accident and Emergency;
2. Anaesthetics and Intensive Care in the Department of Anaesthesia, Intensive Care and Pain Management;
3. Audiovestibular Medicine in the Department of Ear, Nose and Throat within the Department of Surgery;
4. Cardiology in the Department of Cardiology;
5. Cardiothoracic Surgery in the Department of Cardiac Services;
6. Chemical Pathology in the Department of Pathology;
7. Clinical Oncology in the Department of Haematology and Oncology;
8. Dermatology in the Department of Dermatology and Venereology;
9. Diabetes, Endocrinology and General/Internal Medicine in the Department of Medicine;
10. Gastroenterology and General/Internal Medicine in the Department of Medicine;
11. General Surgery in the Department of Surgery;
12. Genito-Urinary Medicine in the Department of Dermatology and Venereology;
13. Geriatrics in the Department of Geriatrics;
14. Haematology in the Department of Oncology and Haematology;
15. Histopathology in the Department of Pathology;
16. Infectious Diseases and General/Internal Medicine in the Department of Medicine;
17. Neonatology in the Department of Child and Adolescent Health;
18. Nephrology and General/Internal Medicine in the Department of Medicine;
19. Neurology in the Department of Neuroscience;
20. Neurosurgery in the Department of Neuroscience;
21. Obstetrics and Gynaecology in the Department of Obstetrics and Gynaecology;
22. Orthopaedic Surgery in the Department of Orthopaedic Surgery, Trauma and Sports Medicine;
23. Paediatrics in the Department of Child and Adolescent Health;
24. Paediatrics with special interest in Paediatric Gastroenterology in the Department of Child and Adolescent Health;
25. Paediatrics with special interest in Paediatric Nephrology in the Department of Child and Adolescent Health;
26. Paediatrics with special interest in Paediatric Neurology in the Department of Child and Adolescent Health;
27. Paediatrics with special interest in Paediatric Oncology in the Department of Child and Adolescent Health;
28. Paediatric Surgery in the Department of Surgery;
29. Palliative Medicine in the Department of Haematology and Oncology;
30. Plastic Surgery in the Department of Surgery;
31. Psychiatry in the Department of Psychiatry;
32. Public Health Medicine in the Department of Public Health;
33. Radiology in the Department of Medical Imaging;
34. Rehabilitation Medicine at Karin Grech Rehabilitation Hospital;
35. Respiratory Medicine and General/Internal Medicine in the Department of Medicine;
36. Rheumatology and General/Internal Medicine in the Department of Medicine;
37. Urology in the Department of Surgery;
38. Vascular Surgery in the Department of Surgery;

Duration of assignment and Conditions

2.1 It is agreed that a total limit of ten (10) years full-time, or equivalent duration, would be given to complete specialist training (including both Higher Specialist Training and Basic Specialist Training), excluding maternity, parental, sick, responsibility or study leave, such study leave must not be part of the approved training programme. The ten (10) year computation from the start of the specific training in the appropriate speciality does not include the Foundation period. Wherever an appointee does not complete his/her training within the ten (10) year period, the Ministry retains the right to re-deploy the appointee in the appropriate Staff Grade according to the exigencies of the service. Such doctors shall remain in the same salary scale they would have attained and shall be referred to as Medical Officer in Staff Grade.

2.2 The position of a Higher Specialist Trainee is subject to a probationary period of twelve (12) months.

2.3 Since this is a position time-barred, the position of Higher Specialist Trainee constitutes an objective reason which falls under Regulation 3 (2) (c) of Subsidiary Legislation 452.81 entitled "Contracts of Service for a Fixed Term Regulations".

2.4 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.

2.5 An appointee 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 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.

2.7 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 Jobsplus 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](#)).

Salary pegged to the position

3. The Salary attached to the position of a Higher Specialist Trainee is equivalent to the maximum of Salary Scale 6 (which in the year 2024 is €34,204.00 per annum), with a substantive grade of Senior Staff Grade which starts at the third step of Salary Scale 6 (which in the year 2024 is €31,818.68) together with a Specialisation Allowance of €6,380 per annum for the first two (2) years and rising to €6,900 as from the third year onwards, which shall be paid in thirteen equal instalments every year.

Duties

4.1 The job duties for the position of Higher Specialist Trainee may be viewed in Annex A attached to this Circular.

4.2 An appointee may be requested to perform duties in any of the Health care services in Malta and/or Gozo General Hospital at the discretion of the management.

4.3 Appointees shall be posted in the respective Ministry according to the exigencies of the service and letters of appointment shall be issued by the Permanent Secretary of the respective Ministry.

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. able to communicate in the Maltese and English languages;
- iii. fully warranted (full registration as a Medical Practitioner with the Medical Council of Malta) and by not later than 31 March 2025, must be in possession of a Certificate of Completion of Basic Specialist Training (CCBST) issued by the Specialist Accreditation Committee (SAC) of Malta or equivalent and in case of **Palliative Medicine**, Certificate of Completion of Specialist Training (CCST) for **Family Medicine** if they intend applying with this certification or equivalent.

It is being clarified that before being appointed, applicants applying for the Higher Specialist Trainee position in:

1. Accident and Emergency Medicine would require a CCBST in Accident and Emergency or equivalent;
2. Anaesthetics and Intensive Care would require a CCBST in Anaesthesia and Intensive Care or equivalent;
3. Audiovestibular Medicine would require a CCBST in Surgery or CCBST in General/Internal Medicine or CCBST in Paediatrics or CCST in Family Medicine or equivalent or be listed in the Specialist Register of Otorhinolaryngology;
4. Cardiology would require a CCBST in General/Internal Medicine or equivalent;
5. Cardiothoracic Surgery would require a CCBST in Surgery or equivalent;
6. Chemical Pathology would require a CCBST in Chemical Pathology or equivalent;
7. Clinical Oncology would require a CCBST in General/Internal Medicine or equivalent;
8. Dermatology would require a CCBST in General/Internal Medicine or equivalent;
9. Diabetes, Endocrinology and General/Internal Medicine would require a CCBST in General/Internal Medicine or equivalent;
10. Gastroenterology and General/Internal Medicine would require a CCBST in General/Internal Medicine or equivalent;
11. General Surgery would require a CCBST in Surgery or equivalent;
12. Genito-Urinary Medicine would require a CCBST in General/Internal Medicine or equivalent;

13. Geriatrics would require a CCBST in General/Internal Medicine or equivalent;
14. Haematology would require either a CCBST in General/Internal Medicine or CCBST in Haematology or CCBST in Paediatrics or equivalent;
15. Histopathology would require a CCBST in Histopathology or equivalent;
16. Infectious Diseases and General/Internal Medicine would require a CCBST in General/Internal Medicine or equivalent;
17. Neonatology would require a CCBST in Paediatrics or equivalent;
18. Nephrology and General/Internal Medicine would require a CCBST in General/Internal Medicine or equivalent;
19. Neurology would require a CCBST in General/Internal Medicine or equivalent;
20. Neurosurgery would require a CCBST in Surgery or equivalent;
21. Obstetrics and Gynaecology would require a CCBST in Obstetrics and Gynaecology or equivalent;
22. Orthopaedic Surgery would require a CCBST in Surgery or equivalent;
23. Paediatrics would require a CCBST in Paediatrics or equivalent;
24. Paediatrics with special interest in Paediatric Gastroenterology would require a CCBST in Paediatrics or equivalent;
25. Paediatrics with special interest in Paediatric Nephrology would require a CCBST in Paediatrics or equivalent;
26. Paediatrics with special interest in Paediatric Neurology would require a CCBST in Paediatrics or equivalent;
27. Paediatrics with special interest in Paediatric Oncology would require a CCBST in Paediatrics or equivalent;
28. Paediatric Surgery would require a CCBST in Surgery or equivalent;
29. Palliative Medicine would require either a CCBST in General/Internal Medicine or a CCBST in Anaesthesia and Intensive Care or a CCST in Family Medicine or equivalent;
30. Plastic Surgery would require a CCBST in Surgery or equivalent;
31. Psychiatry would require a CCBST in Psychiatry or equivalent;
32. Public Health would require a CCBST in Public Health Medicine or equivalent;
33. Radiology would require a CCBST in Radiology or equivalent;
34. Rehabilitation Medicine would require either a CCBST in General/Internal Medicine or CCBST in Surgery or equivalent;
35. Respiratory Medicine and General/Internal Medicine would require a CCBST in General/Internal Medicine or equivalent;
36. Rheumatology and General/Internal Medicine would require a CCBST in General/Internal Medicine or equivalent;
37. Urology would require a CCBST in Surgery or equivalent;
38. Vascular Surgery would require a CCBST in Surgery or equivalent.

It is the responsibility of applicants in possession of a Certificate of Completion of Basic Specialist Training (CCBST) or equivalent training awarded by an accreditation body other than the Specialist Accreditation Committee (SAC) of Malta to produce a recognition statement on comparability of the Certification of Completion of Basic Specialist Training, which statement should be attached to the application and the original presented at the interview. Candidates not in possession of the required statement may still apply, provided that they submit a copy of the statement, issued by the Specialist Accreditation Committee (SAC) of Malta, to the receiving division as soon as available and, in any case, by not later than one (1) month from the closing date of the call for applications. Applicants who fail to present the required statement within the one-month period for reasons beyond their control, may request an extension of this time limit, up to a further one (1) month from the Head of Department receiving the applications, indicating clearly the reasons for the delay. Extensions beyond this period are to be submitted for the consideration of the Public Service Commission.

In the case of Palliative Medicine, it is the responsibility of applicants in possession of a Certificate of Completion of Specialist Training (CCST) in Family Medicine or equivalent training awarded by an accreditation body other than the Specialist Accreditation Committee (SAC) of Malta to produce a recognition statement on comparability of the Certification of Completion of Specialist Training in Family Medicine, if applicant intends to apply through this certification, which statement should be attached to the application and the original presented at the interview. Candidates not in possession of the required statement may still apply, provided that they submit a copy of the statement, issued by the Specialist Accreditation Committee (SAC) of Malta, to the receiving division as soon as available and, in case, by not later than one (1) month from the closing date of the call for applications. Applicants who fail to present the required statement within the one month period for reasons beyond their control, may request an extension of this time limit, up to a further one (1) month from the Head of Department receiving the applications, indicating clearly the reasons for the delay. Extensions beyond this period are to be submitted for the consideration of the Public Service Commission.

It is being clarified that, applicants must have all the above mentioned requirements by not later than 31 March 2025 which should in any case, be obtained before appointment.

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.

Public officers may apply for a lower grade even if not confirmed in their current appointment.

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

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 5.2, have proven relevant work experience.

7.3 The result will be valid for six (6) months from the date of publication.

Submission of Applications

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 VLT1171, except for Geriatrics, and in the case of Geriatrics, applications are to be submitted for the attention of the Human Resources, Corporate Services Directorate, Ministry for Health and Active Ageing, 46, Level 5, Palazzo Spinola, St Christopher Street, Valletta VLT 1464 through the Online Government Recruitment Portal only at the following address: <https://recruitment.gov.mt>. Applications are to include a Curriculum Vitae, completely up-to-date (which should include a list of qualifications held by applicant and the employment history). The closing date of the receipt of applications is **5.15 pm (Central European Time) of Friday 8th November 2024**. A computer-generated email 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.

8.5 Applicants must indicate clearly which of the specialties indicated in paragraph 1.2 they are applying for. Applicants must furthermore list the specialties being applied for in order of preference in the Declaration Form which may be accessed through the Online Government Recruitment Portal (<http://recruitment.gov.mt>).

Furthermore in the case of applicants who wish to apply for more than one specialty, a separate application form, together with supporting documentation, must be submitted for each specialty applied for.

8.6 It is noted that in the event that a complete preference declaration form is not received by the receiving division by the closing time and date of this call for applications, the Ministry reserves the right to assign a

successful applicant to a specialty in accordance with the exigencies of the Public Service.

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 or may be obtained from the People Management Division, Ministry for Health and Active Ageing, 15 Palazzo Castellania, Merchants Street, Valletta VLT 1171 for all specialties except for Geriatrics which may be obtained from the Human Resources Corporate Services Directorate, Ministry for Health and Active Ageing, 46, Level 5, Palazzo Spinola, St Christopher Street Valletta VLT 1464.

These general provisions are to be regarded as an integral part of this call for applications.

The website address and e-mail of the receiving Department for the Ministry for Health and Active Ageing are: <https://health.gov.mt>, +356 22992600 and recruitment.health@gov.mt and for the Ministry for Active Ageing: mfaa.gov.mt and hr.mfaa@gov.mt.