Ministry for Health and Active Ageing

Position of Staff Nurse / Psychiatric Mental Health 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 and Active Ageing, invites applications for the Position of Staff Nurse / Psychiatric Mental Health 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 / Psychiatric Mental Health Nurse in the in the Malta Public Service, which may be renewed for further periods.

2.2 The position of Staff Nurse/Psychiatric Mental Health Nurse is subject to a probationary period of one (1) year if appointed with a Degree in Nursing/Mental Health Nursing (Scale 10) and for a period of six (6) months if appointed with a Diploma in Nursing/Mental Health Nursing (Scale 12).

2.3 Selected candidates must be of conduct which is appropriate to the post/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.

2.4 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).

Salary pegged to the position

3.1 The salary for the Position of Staff Nurse / Psychiatric Mental Health Nurse with Diploma at MQF Level 5 (subject to a minimum of 120 ECTS/ECVET credits) is Salary Scale 12, which in the year 2026 is equivalent to €23,816.00 per annum, rising by annual increments of €354 up to a maximum of €25,940.00.

3.2 A Staff Nurse / Psychiatric Mental Health Nurse (with Diploma) will progress from Salary Scale 12 to Salary Scale 10, (which in the year 2026 is €27,055.98 X €407.67 - €29,502.00 per annum) on completion of three (3) years service in the grade, subject to satisfactory performance.

3.3 Staff Nurse / Psychiatric Mental Health Nurse (with Diploma) shall progress from Salary Scale 10 to Scale 9 (which in the year 2026 is €28,701.02 X €447.33 - €31,385.00 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.

3.4 Staff Nurses / Psychiatric Mental Health Nurses with Diploma who obtain a BSc. Nursing Degree/ BSc. Mental Health 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.

3.5 The salary for the Position of Staff Nurse / Psychiatric Mental Health Nurse in possession of a BSc (Nursing) degree / BSc (Mental Health Nursing) at MQF Level 6 (subject to a minimum of 180 ECTS/ECVET

credits or equivalent) or its equivalent as determined by the Management, following the consultation with the Council of Nurses and Midwives (Malta), is in Salary Scale 10, which in the year 2026 is €27,055.98 per annum rising by annual increments of €407.67 up to a maximum of €29,502.00 per annum.

3.6 A Staff Nurse / Psychiatric Mental Health Nurse (with Degree) will progress from Salary Scale 10 to Salary Scale 9 (which in the year 2026 is €28,701.02 X €447.33 - €31,385.00 per annum) on completion of two (2) years service as Staff Nurse / Psychiatric Mental Health Nurse (with Degree) in Salary Scale 10 subject to satisfactory performance.

3.7 A Staff Nurse / Psychiatric Mental Health Nurse who, in addition to requirements stated in paragarph 3.1 - 3.5, 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 is the year 2026 is €30,405.02 X €486.83 - €33,326.00 per annum) as Staff Nurse / Psychiatric Mental Health Nurse.

*A recognised Masters qualification with a minimum of 60 ECTS/ECVET credits is only accepted subject to an MQRIC formal Masters recognition statement being submitted with the application. A recognised Masters 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.

3.8 It is being noted that the salary for the Position of Staff Nurse / Psychiatric Mental Health 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 / Psychiatric Mental Health 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 and Active Ageing, 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.

4.4 An appointee may be requested to perform duties in any of the health care services in the Malta Public Service at the discretion of the Management.

Eligibility Requirements

5.1 (i) 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 be without prejudice to the applicant satisfying all eligibility requirements and being granted a work permit in line with the applicable national regulations, as well as being able to fulfill 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.

The advice of the Citizenship Unit within Community Malta Agency and the Expatriates Unit with Indentità should be sought as necessary in the interpretation of the above provisions. The appointment of candidates 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) (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 Duties Eligibility Requirements be claimed through the Continuous Professional Development (CPD) Scheme.

AND

ii. (b) be proficient in the English Language;

Either

- by providing proof by the interview date, that the primary Nursing/ Mental health nursing qualification was undertaken in the English Language

OR

- by providing by the interview date, a valid certification, a valid certificate of IELTS (Intermediate 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 a 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 120 ECTS/ECVET credits or equivalent in Nursing / Mental Health Nursing or a comparable professional qualification **obtained fully from an EU University / Institution**

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 / Mental Health Nursing or its equivalent as established by the Department of Health after consultation with the Council of Nurses and Midwives or a comparable qualification **obtained in full from a University/Institution of the European Union.**

AND

v. 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 position 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.

5.2 (i) Candidates who have not yet formally obtained or are not yet approved for the qualification specified in paragraph 5.1 or else as indicated in paragraph 3.1 of the general provisions https://publicservices.gov.mt/en/people/Documents/Recruitment_GenProvs/General%20Provisions_ENG.pdf will still be considered provided that they submit evidence that they are in the final phase of their course leading to such qualification. Appointees must obtain, or be approved, for the award of such **Qualification & 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** prior to being appointed . If this stipulated deadline for the attainment of such qualification and registration is not met, the appointment will be, for this reason, automatically terminated.

(ii) 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 credits, or equivalent, and attained the required MQF level, by the closing time and date of the call for applications. 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).

5.3 This public call is being published in concurrence with a public call for the Post of Staff Nurse / Psychiatric Mental Health Nurse in the Malta Public Service as published on Friday 6 February 2026. Applicants who are successful under the Public call will be given precedence over those who are successful under the Definite call. Appointment is moreover subject to the availability of vacancies within the validity period of the result.

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 5.3, have proven relevant work experience.

Submission of Applications

8.1 Applications are to be submitted for the attention of the People Management Division, Minsitry for Health and Active Ageing, 15, Palazzo Castellania, Merchant Street, Valletta VLT1171 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, 27 February, 2026**. 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 and time of this call for applications, 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 or may be obtained from the People Management Division, Ministry for Health and Active Ageing, 15, Palazzo Castellania, Merchant Street, Valletta VLT1171. These general provisions are to be regarded as an integral part of this

call for applications.

The website address, fax number and e-mail address of the receiving Division are https://health.gov.mt and recruitment.health@gov.mt

Ms. Maureen Mahoney
Director General (People Management)
f/ Permanent Secretary (Health)

Ministry for Health and Active Ageing.