

**Ministry for Health and the Ministry for the Family, Children's Rights  
and Social Solidarity**

**POSITION OF HIGHER SPECIALIST TRAINEE  
IN THE MINISTRY FOR HEALTH  
AND IN THE MINISTRY FOR THE FAMILY, CHILDREN'S RIGHTS AND SOCIAL SOLIDARITY**

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

1.1. The Permanent Secretary, Ministry for Health and the Permanent Secretary, Ministry for the Family, Children's Rights and Social Solidarity, invite applications for the position of Higher Specialist Trainee in the Ministry for Health and in the Ministry for the Family, Children's Rights and Social Solidarity.

1.2 Vacancies exist in the following specialties:

- i. Accident and Emergency Medicine in the Department of Accident and Emergency;
- ii. General/ Internal Medicine in the Department of Medicine;
- iii. Anaesthetics and Intensive Care in the Department of Anaesthesia, Intensive Care and Pain Management;
- iv. Baromedicine in the Department of Medicine;
- v. Cardiology in the Department of Cardiology;
- vi. Dermatology in the Department of Dermatology and Venereology;
- vii. Endocrinology, Diabetes and General Medicine in the Department of Medicine;
- viii. Gastroenterology and General Medicine in the Department of Medicine;
- ix. General Surgery in the Department of Surgery;
- x. Geriatrics in the Department of Geriatrics;
- xi. Haematology in the Department of Haematology and Oncology;
- xii. Histopathology in the Department of Pathology;
- xiii. Infectious Disease and General Medicine in the Department of Medicine;
- xiv. Radiology in the Department of Medical Imaging;
- xv. Neonatology in the Department of Child and Adolescent Health;
- xvi. Neurology in the Department of Neurosciences;
- xvii. Obstetrics and Gynaecology in the Department of Obstetrics and Gynaecology;
- xviii. Oncology in the Department of Haematology and Oncology;
- xix. Ophthalmology in the Department of Ophthalmology;
- xx. Orthopaedic Surgery in the Department of Orthopaedics Surgery, Trauma and Sports Medicine;
- xxi. Otorhinolaryngology in the Department of Surgery;
- xxii. Paediatrics in the Department of Child and Adolescent Health;
- xxiii. Paediatrics with a special interest in Cardiology in the Department of Child and Adolescent Health;
- xxiv. Paediatrics with a special interest in Community Paediatrics in the Department of Child and Adolescent Health;
- xxv. Paediatrics with a special interest in Endocrinology and Diabetes in the Department of Child and Adolescent Health;
- xxvi. Paediatrics with a special interest in Infectious Diseases in the Department of Child and Adolescent Health;
- xxvii. Paediatrics with a special interest in Neurology in the Department of Child and Adolescent Health;
- xxviii. Paediatrics with a special interest in Oncology in the Department of Child and Adolescent Health;
- xxix. Paediatrics with a special interest in Respiratory Medicine in the Department of Child and Adolescent Health;
- xxx. Paediatric Surgery in the Department of Surgery;
- xxxi. Palliative Care in the Department of Medicine;
- xxxii. Psychiatry in the Department of Psychiatry;
- xxxiii. Public Health Medicine in the Department of Public Health;

- xxxiv. Nephrology and General Medicine in the Department of Medicine;
- xxxv. Rehabilitation Medicine in the Department of Neurosciences;
- xxxvi. Respiratory Medicine and General Medicine in the Department of Medicine;
- xxxvii. Rheumatology and General Medicine in the Department of Medicine;
- xxxviii. Urology in the Department of Surgery;
- xxxix. 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 or 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 specialty 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 Officers in Staff Grades.
- 2.2 The position of Higher Specialist Trainee is subject to a probationary period of one (1) year.
- 2.3 Since the position of Higher Specialist Trainee is time-barred, such constitutes an objective reason in terms of Regulation 7(4) of S.L. 452.81 entitled "Contracts of Service for a Fixed term Regulations".
- 2.4 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.

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

- 3. The salary attached to the position of Higher Specialist Trainee is equivalent to the maximum point of Salary Scale 6 (which in the year 2018 is € 28,612 per annum) with a substantive grade of Senior Staff Grade which starts at the third step of Salary Scale 6 (which in the year 2018 is € 26,226.68), together with a Specialisation Allowance of €5,140 per annum for the first two (2) years and rising to €5,650 as from the third year onwards, which shall be paid in three-monthly installments in arrears.

### **Duties**

- 4.1. The duties of Higher Specialist Trainee include:
  - (a) forming part of the Department indicated and is accountable to the respective Consultants and ultimately to the Clinical Chairperson of the Department;
  - (b) forming an integral part of the training programme of the relevant Department and is suitable for candidates wishing to pursue a career in the chosen specialty. An appointee will be required to participate in teaching and academic activities including research and audit, and meetings of the relevant Department. He/She may also be expected to be involved in the management of the Department and to take administrative responsibilities when necessary;
  - (c) continuing with the duties of the Basic Specialist Trainee but at a higher level of responsibility. He/She should be able to diagnose and manage more complicated problems and should develop his/her clinical skills. He/She will be directly answerable to the Consultant in charge of the specialty;

- (d) providing 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;
- (e) keeping abreast with the current developments in the respective field and participating in postgraduate meetings locally and abroad. Research activities will be encouraged and an appointee will be expected to generate material for publication in local and foreign medical publications;
- (f) any other duties according to the exigencies of the Public Service as directed by the Principal Permanent Secretary;
- (g) making use of the Information Technology systems which may be in operation within the Ministry for Health and the Ministry for the Family, Children's Rights and Social Solidarity.

4.2 An appointee may be posted to any of the health care services in Malta and Gozo and will be appointed with the Ministry responsible for the respective service.

### **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 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.

- (ii) able to communicate in the Maltese and English languages;
- (iii) warranted Medical Doctors in possession of a Basic Specialist Trainee Certification issued by the Specialist Accreditation Committee in Malta or equivalent by not later than 31<sup>st</sup> December 2018.

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

- i. Accident and Emergency Medicine would require a CCBST in Accident and Emergency Medicine or equivalent;
- ii. General / Internal Medicine would require a CCBST in Medicine or equivalent;
- iii. Anaesthetics and Intensive Care would require a CCBST in Anaesthesia and Intensive Care or equivalent;
- iv. Baromedicine would require a CCBST in Medicine or equivalent;
- v. Cardiology would require a CCBST in Medicine or equivalent;
- vi. Dermatology would require a CCBST in Medicine or equivalent;
- vii. Endocrinology, Diabetes and General Medicine would require a CCBST in Medicine or equivalent;
- viii. Gastroenterology and General Medicine would require a CCBST in Medicine or equivalent;
- ix. General Surgery would require a CCBST in Surgery or equivalent;
- x. Geriatrics would require a CCBST in Medicine or equivalent;
- xi. Haematology would require EITHER a CCBST in Medicine or equivalent, OR a CCBST in Haematology or equivalent;
- xii. Histopathology would require a CCBST in Histopathology or equivalent;
- xiii. Infectious Disease and General Medicine would require a CCBST in Medicine or equivalent;
- xiv. Radiology would require a CCBST in Radiology or equivalent;
- xv. Neonatology would require a CCBST in Paediatrics or equivalent;
- xvi. Neurology would require a CCBST in Medicine or equivalent;
- xvii. Obstetrics and Gynaecology would require a CCBST in Obstetrics and Gynaecology or equivalent;
- xviii. Oncology would require a CCBST in Medicine or equivalent;
- xix. Ophthalmology would require a CCBST in Ophthalmology or equivalent;
- xx. Orthopaedic Surgery would require a CCBST in Surgery or equivalent;
- xxi. Otorhinolaryngology would require a CCBST in Surgery or equivalent;
- xxii. Paediatrics would require a CCBST in Paediatrics or equivalent;
- xxiii. Paediatrics with a special interest in Cardiology would require a CCBST in Paediatrics or equivalent;
- xxiv. Paediatrics with a special interest in Community Paediatrics would require a CCBST in Paediatrics or equivalent;
- xxv. Paediatrics with a special interest in Endocrinology and Diabetes would require a CCBST in Paediatrics or equivalent;
- xxvi. Paediatrics with a special interest in Infectious Diseases would require a CCBST in Paediatrics or equivalent;
- xxvii. Paediatrics with a specialist interest in Neurology would require a CCBST in Paediatrics or equivalent;
- xxviii. Paediatrics with a special interest in Oncology would require a CCBST in Paediatrics or equivalent;
- xxix. Paediatrics with a special interest in Respiratory Medicine would require a CCBST in Paediatrics or equivalent;
- xxx. Paediatric Surgery would require a CCBST in Surgery or equivalent;
- xxxi. Palliative Care would require EITHER a CCBST in Medicine or equivalent or a CCBST in Anaesthesia and Intensive Care or equivalent, or be listed in the Specialist Register of Family Medicine or equivalent;
- xxxii. Psychiatry would require a CCBST in Psychiatry or equivalent;
- xxxiii. Public Health Medicine would require a CCBST in Public Health Medicine or equivalent;
- xxxiv. Nephrology and General Medicine would require a CCBST in Medicine or equivalent;
- xxxv. Rehabilitation Medicine would require EITHER a CCBST in Medicine or equivalent OR a CCBST in Surgery or equivalent;
- xxxvi. Respiratory Medicine and General Medicine would require a CCBST in Medicine or equivalent;
- xxxvii. Rheumatology and General Medicine would require a CCBST in Medicine or equivalent;
- xxxviii. Urology would require a CCBST in Surgery or equivalent;
- xxxix. 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 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 department as soon as available and, in any case, by not later than one 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, to 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 31st December 2018, which should in any case, be obtained before appointment.

5.2 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.

5.3 Applicants must be of conduct which is appropriate to the position applied for (applicants who are already in the Malta Public Service must produce a Service and Leave Record Form (GP 47); 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).

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 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 documentation**

6.1 Qualifications and experience claimed must be supported by certificates and/or testimonials, copies of which are to be preferably scanned and sent through the Recruitment Portal on <https://recruitment.gov.mt> or sent separately to the receiving Ministry by not later than ten (10) working days from the closing date.

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 paragraph 5.1, have proven relevant work experience.

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

### **Submission of applications**

8.1 Applications are to be submitted, for the attention of the Resourcing and Employee Relations Directorate, Ministry for Health, 15, Palazzo Castellania, Merchants Street, Valletta, VLT 1171 or the Corporate Services Directorate, Ministry for the Family, Children's Rights and Social Solidarity, Palazzo Ferreria, 38, Ordnance Street, Valletta, VLT 2000, 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), in pdf format (in case of Public Service Employees) or a Certificate of Conduct in pdf format 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 (in case of non-Public Service employees), which are to be uploaded through the Portal. The closing date of the receipt of applications is noon (Central European Time) of **Monday, 24<sup>th</sup> September 2018**. 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 Applicants must indicate clearly which of the specialties indicated in paragraph 1.2 they are applying for. In the case of applicants with a CCBST or equivalent in Medicine, Paediatrics and Surgery, they must furthermore list the specialties being applied for in order of preference in the appropriate Declaration Form which may be accessed through the Online Government Recruitment Portal on <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.

8.3 It is noted that in the event that a complete Declaration Form is not received by the receiving Directorate by the closing time and date of this call for applications, the Ministries reserve 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:

- the conditions relating to the assignment/contract;
- 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://publicservice.gov.mt/en/people/Pages/PeopleResourcingandCompliance/FormsandTemplates.aspx> or may be obtained from Resourcing and Employee Relations Directorate, Ministry for Health, Palazzo Castellania, 15, Merchants Street, Valletta, VLT 1171, or from the Corporate Services Directorate, Ministry for the Family, Children's Rights and Social Solidarity, Palazzo Ferreria, 38, Ordnance Street, Valletta, VLT 2000. These general provisions are to be regarded as an integral part of this call for applications.

The website address for the Ministry for Health is <https://deputyprimeminister.gov.mt>, the fax number is +356 22992604 and the email address is [recruitment.health@gov.mt](mailto:recruitment.health@gov.mt).

The website address for the Ministry for the Family, Children's Rights and Social Solidarity is <http://family.gov.mt/en/Pages/MFCS%20EN%20homepage.asp> and the e-mail address is [recruitment.mfcs@gov.mt](mailto:recruitment.mfcs@gov.mt).

Mr. Joseph Rapa  
Permanent Secretary  
Ministry for Health

Mr. Mark Musu  
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Ministry for the Family, Children's Rights and Social Solidarity

