

People Management Division
Ministry for Health and Active Ageing
15, Palazzo Castellania,
Merchants Street,
Valletta, VLT 1171.

Date: 17th October 2025

To: All Staff Nurses, Psychiatric Mental Health Nurses, and Midwives

Competency Framework and Evaluation Programme for Staff Nurses, Psychiatric Mental Health Nurse and Midwives leading to the Post of Senior Staff Nurse or Senior Psychiatric Mental Health Nurse or Senior Midwife in the Malta Public Service

1. Preamble

1.1 In line with the Sectoral Agreement pertaining to the Nursing and Midwifery Class employed within the Public Service signed on the 25th September 2023, the Permanent Secretary (Health) and the Permanent Secretary (Active Ageing), Ministry for Health and Active Ageing, invites applications from Public Officers in the Malta Public Service in the grade of Staff Nurse, Psychiatric Mental Health Nurse or Midwife to submit the application to carry out the Competency Framework and Evaluation Programme with a view to being promoted to the grade of Senior Staff Nurse, Senior Psychiatric Mental Health Nurse or Senior Midwife in Salary Scale 8.

1.2 The duties for Senior Staff Nurse/Senior Psychiatric Mental Health Nurse/Senior Midwife are outlined at Annex 'A'.

2. Eligibility requirements

2.1 Subject to satisfactory performance, by Tuesday, 30th September 2025, applicants must be Public Officers:

Either

- (i) in the grade of Staff Nurse/ Psychiatric Mental Health/ Midwife in Salary Scale 9 who are in possession of a Degree at MQF Level 6 (subject to a minimum of 180 ECTS/ECVET credits or equivalent) in Nursing/ Midwifery or equivalent, or have been approved by the University for the award of that Degree AND who have at least five (5) years nursing / midwifery satisfactory service in the grade;

OR

- (ii) in the grade of Staff Nurse/ Psychiatric Mental Health/ Midwife in Salary Scale 9 who are in possession of a Diploma at MQF Level 5 or equivalent (subject to a minimum of 60 ECTS/ECVET credits), in Nursing/Midwifery, AND who have ten (10) years Nursing / Midwifery satisfactory service in the grade AND in possession of a Warrant; (Applicants who do not yet hold a warrant must apply with the Council for Nurses and Midwives and submit confirmation of their eligibility. Applicants confirmed as eligible for the warrant but who have not yet received the official document will have their eligibility subject to the submission of the warrant by their appointment date)

OR

- (iii) in the grade of Staff Nurse / Psychiatric Mental Health Nurse in Salary Scale 9 in possession of an EN-SN Conversion Course with at least ten (10) years service in the class, of which three (3) Staff Nurse / Psychiatric Mental Health Nurse;

OR

(iv) in the grade of Staff Nurse/ Psychiatric Mental Health/ Midwife in possession of an appropriate Masters Degree at MQF Level 7 (subject to a minimum of 90 ECTS/ECVET credits or equivalent) or higher or have been approved by the University for the award of that Degree AND who have two (2) years nursing/ midwifery satisfactory service in the grade.

*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 (subject to the provisions of clause 5.4 of the General Provisions document). 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 or the University of Malta that the workload is comparable to at least 60 ECTS/ECVET credits.

OR

(v) eligible in the preceding call who have not successfully completed the Competency Framework and Evaluation Programme.

3. Selection Procedure

3.1 Applicants will be assessed to determine their eligibility for the post.

3.2 Once deemed eligible, applicants must submit:

a. three (3) hard copies (in spiral binding) of completed Competency Framework and Evaluation Programme Self-Assessment;

AND

b. a soft copy via email on icf.health@gov.mt,

to the Nursing & Midwifery Services Directorate, 15, Palazzo Castellania, Merchants Street, Valletta, VLT 1171 by not later than **Noon (Central European Time) of Monday, 2nd March 2026** Applicants can access the Competency Framework and Evaluation Programme Self-Assessment Tool together with additional guiding documents on the Nursing and Midwifery Services Directorate website at: <https://nursing.gov.mt/en/competency-framework-evaluation-programme>

3.3 Submitted documents will be reviewed by appointed Evaluation Boards followed by an interview. Applicants are advised to check their emails regularly as this is how the Evaluation Boards will communicate throughout the evaluation/ interview process.

4. Publication of results

4.1. The results at the end of the process will be approved by the relevant Office of the Permanent Secretary of the relevant Ministries.

5. Submission of application

5.1. Applicants must submit a duly completed application which consists of:

- a. a copy of the highest qualification certificate (Diploma, Degree, Masters or EN-SN Conversion) available referred to in Para 2 above;
- b. copy of the warrant (Licenzja tal-President) only for applicants who are in possession of a Diploma qualification referred to in Para 2.1.ii

Applications, including the documents listed above, are to be submitted, for the attention of the People Management Division, Ministry for Health, 15, Palazzo Castellania, Merchants Street, Valletta, VLT 1171, through the Recruitment Portal **only** at the following address: <https://recruitment.gov.mt>. Applications are to include an **updated** Curriculum Vitae (which should include a list of all qualifications held by applicants and their current place of work) which is to be uploaded through the Portal. In the case of Public Officers, the HR Unit of the Ministry / Department issuing the call for application will request an updated Service and Leave Record Form (GP47). The closing date of the receipt of applications is **17:15 hrs (Central European Time) of Friday, 31st October 2025**. 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.

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

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

5.4 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 documents.

5.5 The website for the Ministry for Health and Active Ageing is <https://health.gov.mt>, and the email address is recruitment.health@gov.mt.

6. Other general provisions

Other general provisions concerning this call for applications, with particular reference to:

- the 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;
- 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 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.

Mr. Joseph Chetcuti
Permanent Secretary (Health)

Dr. Renzo Degabriele
Permanent Secretary (Active Ageing)

Ministry for Health and Active Ageing

