



DH 915/2026

HR/ODPM/4/2026

People Management Division
Office of the Deputy Prime Minister and Ministry for Health
15, Palazzo Castellania
Merchants Street
Valletta, VLT 1171

Date: 26th June 2026

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

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 Director General (People Management), Office of the Deputy Prime Minister and Ministry for Health, 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'.



Eligibility Requirements

2.1 Subject to satisfactory performance, by **Friday, 26th of June 2026**, applicants must be Public Officers:

Either

(2.1.1) 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 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

(2.1.2) 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 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

(2.1.3) 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

(2.1.4) in the grade of Staff Nurse/ Psychiatric Mental Health/ Midwife in possession of an appropriate Master's Degree at MQF Level 7 (subject to a minimum of 90 ECTS 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 recognized Masters' qualification with a minimum of 60 ECTS 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 recognized Masters' qualification from the University of Malta (awarded pre- 2009) with less than 60 ECTS 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 credits.***



OR

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

Language Requirements

(2.2.1) Candidates of foreign origin or non- Maltese Speaking will still be considered but must be in possession of the Award in Medical Maltese for Clinical Workers - Level 2, provided by Jobsplus or Medical Maltese for Health Care Professionals - Level 2, provided by the University of Malta. If an employee is promoted without having any of these awards/certificates, the appointee must obtain it before confirmation of appointment, which is within one (1) year of appointment. Failure to do so will result in withdrawal of appointments.

(2.2.2) Candidates who are in possession of Maltese Ordinary Level Certificate at grade 5/C or better are exempted from the requirement in clause 2.2.1

(2.2.3) Any related course and assessment fees are to be paid by prospective selected candidates. However, such expenses may be claimed through the Continuous Professional Development (CPD) Scheme.

Selection Procedure

3.1 Applicants will be assessed to determine their eligibility for the post. Once deemed eligible, applicants must submit:

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

AND

2. a soft copy via email on icf.health@gov.mt saved as NAME_SURNAME_ENTITY_WARD

to the Nursing & Midwifery Services Directorate, 15, Palazzo Castellania, Merchants Street, Valletta, VLT 1171 by not later than Noon (Central European Time) of Friday, 26th November 2026.

3.2 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 communicate throughout the evaluation/ interview process.



Publication of Results

4.1 The results will be published on the noticeboard of the Office of the Deputy Prime Minister and Ministry for Health and the respective entities.

Submission of Application

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

1. a copy of the highest qualification certificate (Diploma, Degree, Masters or EN-SN Conversion) available referred to in Para 2 above **AND**
2. copy of the warrant (Licenzja tal-President) only for applicants who are in possession of a Diploma qualification referred to in Para 2.1.2 **AND**
3. Level 2 Maltese certificate copy, if available, where applicable.

5.2 Applications, including the documents listed above, are to be submitted, for the attention of the People Management Division, Office of the Deputy Prime Minister and 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.

5.3 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 application is **13:30 hrs (Central European Time) of Monday, 13th July 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.

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

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

5.6 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 latter, to submit any incorrect or incomplete documents.

5.7 The website and the email address of the Office of the Deputy Prime Minister and Ministry for health is <https://health.gov.mt> and recruitment.health@gov.mt.



Other General Provisions

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

- the applicable benefits, conditions and rules/regulations;
- reasonable accommodation for registered people 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://peopleandstandards.gov.mt/media/PDFs/Resourcing/GenProvs/GeneralProvisions_ENG.pdf or may be obtained from the People Management Division, Office of the Deputy Prime Minister and Ministry for Health, 15, Palazzo Castellania, Merchants Street, Valletta, VLT 1171. These general provisions are to be regarded as an integral part of this call for applications.

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

Office of the Deputy Prime Minister and Ministry for Health