

Ministry for Health

POSITION OF FOUNDATION DOCTOR IN THE MINISTRY FOR HEALTH

Nomenclatures denoting the male gender include also the female gender.

1. The Director General (People Management), Ministry for Health invites applications for the position of Foundation Doctor in the Ministry for Health.

Duration of assignment and Conditions

2.1 A selected candidate will enter into an assignment of not more than one hundred and fifty-six (156) weeks as a Foundation Doctor in the Ministry for Health, which may be renewed for further periods, as per Foundation School Reference Guide, should the Foundation Doctor require such extension in order to complete the Foundation Programme.

2.2 The Foundation Doctor is to follow the training programme with the aim of obtaining the Foundation Programme Completion Certificate (FPCC) in order to be eligible to apply for the Basic Specialist Training or General Practitioner Training. More information about the Malta Foundation Programme which is affiliated to the United Kingdom Foundation Programme may be found at <http://www.fpdoctors.info>.

2.3 The position of Foundation Doctor is subject to a probationary period of one (1) year.

2.4 Since the position of Foundation Doctor is time-barred, such constitutes an objective reason in terms of Regulation 7 (4) of Subsidiary Legislation 452.81 entitled "Contracts of Service for a Fixed Term Regulations".

Salary pegged to the position

3. The Salary attached to the position of Foundation Doctor is equivalent to Step 5 of Salary Scale 9 (which in the year 2019 is €23,041.34 per annum). Upon completion of one (1) year satisfactory service as Foundation Doctor, employees shall progress to the maximum of Salary Scale 9 (which in the year 2019 is €23,936 per annum). A Foundation Trainee Specialisation Allowance of €2,900 in Year 1 and €3,310 in Year 2 which shall be paid to the Foundation Doctor in three-monthly installments in arrears. A Special Duty Allowance of €4,800 will be paid to Foundation Doctors who perform duties on roster basis in the Accident and Emergency Department, the Intensive Therapy Unit or at Health Centres. This allowance will be paid quarterly in arrears. Foundation Doctors performing duties in these areas will not be entitled to a shift allowance.

Duties

4.1 The duties of Foundation Doctor include:

(a) assisting in the delivery of health care in the hospitals and various health care settings of the Ministry for Health;

(b) working in the respective Department within the Ministry for Health. He/she will work at all times under the supervision of his/her seniors and will be directly accountable to the Consultant in charge;

(c) participating in academic activities organised within the respective Department;

(d) successfully completing the requirements of the Foundation Programme as specified in the Reference Guide

together with those specified by the Malta Foundation School. Further information is available on the website <http://www.fpdoctors.info>;

(e) making use of the Information Technology systems which may be in operation within the Ministry for Health;

(f) performing any other duties according to the exigencies of the Public Service as directed by the Principal Permanent Secretary.

4.2 An appointee may be required to perform duties in any of the health care services of the Government of Malta at the discretion of the Management.

Eligibility Requirement

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".

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.

Applications will also be considered from candidates who are third country nationals and do not satisfy the criteria set out in paragraph 5.1 (i), provided that they satisfy the requirements stated in paragraph 5.1 (ii) to 5.3. The appointment of such candidates would necessitate the issue of an employment licence in so far as this is required by the Immigration Act and subsidiary legislation.

(ii) have the ability to communicate in the English Language provided that due recognition will be given to candidates who also have the ability to communicate in the Maltese Language. Proficiency in the English Language will be accepted if applicants:

Either

- Provide proof that the primary medical qualification was undertaken in the English Language;

OR

- Provide a valid certificate of IELTS (International English Language Testing System) at the medium band score of 7.5 or above in each domain;

Furthermore, before confirmation of appointment, i.e. within twelve (12) months from engagement selected candidates must be successful in both Part 1 and 2 of the examination in 'Basic Medical Maltese for the HealthCare Profession' of the University of Malta. Failure to present evidence of successful pass by the end of probationary period (ie twelve months from engagement) will result in automatic termination of work contract. The course officially leading to this examination is the course in 'Basic Medical Maltese for the HealthCare Profession' run by the Department of Maltese of the University of Malta. Any course assessment fees are to be paid by prospective candidates. However, such expenses may be claimed through the Continuous Medical Education (CME) Scheme.

(iii) qualified with a degree in Medicine and Surgery from the University of Malta or any other basic medical qualification First Degree at MQF Level 7 of five years or more from an accredited medical school in an EU Member State as per Part I (a) of the Second Schedule of the Health Care Professions Act (Cap. 464 of the Laws of Malta) by not earlier than 1st January 2016, provided that such candidates must obtain the said qualification prior to engagement.

5.2 Qualifications at a level higher than that specified above will be accepted for eligibility purposes, provided they meet any specified subject requirements.

Moreover, candidates who have not yet formally obtained any of the above-mentioned qualifications will still be considered, provided that they submit evidence that they have been approved for the award of the qualifications in question, or successfully completed the necessary ECTS/ECVETS credits, or equivalent, taken as part of a recognized higher MQF level program of study, as required in the afore-mentioned eligibility criteria, by the closing time and date of the call for applications.

(iv) (a) EITHER be listed in the Provisional Register kept by the Medical Council of Malta in terms of Article 11 sub-article 3 of the Health Care Professions Act (Cap. 464 of the Laws of Malta);

OR

(b) in the case of graduates outside the University of Malta they must produce evidence in the Dean's statement referred to in paragraph 5.1(v) that they would be eligible to be considered for registration by the start of the Foundation Programme, provided that such candidates must obtain a letter of intent from the Medical Council of Malta that their qualification is registrable and which letter must be attached with the application.

Furthermore, successful candidates must inevitably obtain the said registration prior to engagement. For ease of reference the website of the Medical Council of Malta is: <https://deputyprimeminister.gov.mt/en/regcounc/medicalcouncil/Pages/Registers.aspx>

(v) produce a Medical School Dean's Statement (sample available at <http://www.fpdoctors.info>), which is signed, dated and stamped and completed in English, which comprises:

(a) permission to apply for the Foundation Programme in Malta;

(b) confirmation that applicant is of good standing at medical school and considered fit to practice Medicine;

(c) a verifiable academic ranking in deciles. Where information regarding the academic ranking is inconsistent with decile grading or missing, then the lowest academic score will be used;

(d) confirmation of whether primary medical qualification (including instruction, examinations and a significant amount of clinical contact with patients) was/ is being undertaken in English;

(e) the expected date of qualification, in the case of applicants who have not yet qualified.

5.3. Candidates who wish to seek eventual full registration from the Medical Council in a country other than Malta, should seek advice from the respective Medical Council as prospective approval from some of that country's institutions may be required. Persons graduating from a UK Medical School who would like to eventually seek registration with the UK General Medical Council are advised to seek written approval from the post-graduate Dean before joining the Malta Foundation Programme. Further information on the above required documentation may be accessed at <http://fpmalta.com/page/view/1578392943>.

5.4. In addition to the requirements at 5.1 above, by the start of employment and training, applicants must:-

(i) be in possession of a valid recognised Basic Life Support Certificate;

(ii) show that they have understood and agreed to the minimum requirements for completion of the Foundation Programme by signing a Foundation School Training Agreement.

5.5. Successful candidates are to attend for the pre-employment medical examination and relevant investigations in Malta, one (1) week before taking up the position of Foundation Doctor. Failure to undertake the pre-employment medical examination on time will result in delays in provision of the employment licence and residence permit and consequently engagement.

5.6. The engagement of successful candidates who are not citizens of Malta, or who are not citizens of the European Union, with the exception of citizens of Croatia, would necessitate the issue of an employment licence in so far as this is required by the Immigration Act and subsidiary legislation. Issue of an employment licence will depend on a satisfactory pre-employment health check. Jobsplus should be consulted as necessary on this issue. In the case of successful candidates who do not hold an employment licence, the application for an employment licence will be done by the employer.

5.7. 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).

5.8 Applicants must be eligible to take up their due appointment, in terms of 5.1 to 5.7 above, not only by the closing time and date of this call for applications but also on the date of appointment.

5.9 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 Documents

6.1 Qualifications and experience claimed must be supported by certificates and/or testimonials, copies of which are to be scanned and sent through the Recruitment Portal on <https://recruitment.gov.mt>. The applicant is to be informed of any missing documents immediately after the closing date of the call for applications and notified that consequently his application will not be considered further, unless justifiable reasons are given by the applicant, to the satisfaction of the Public Service Commission on pssc@gov.mt, for any omission or late submission. Such justification should be sent to the PSC within five working days from the date of the aforementioned notification.

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, which shall include a written Situational Judgement Clinical Test followed by another date for an interview. The maximum mark for the 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.

7.3 It is hereby being noted that soon after the result of the recruitment process is issued, successful applicants will be asked to confirm their commitment to the post. It is further being clarified that candidates who refuse this position will not be recruited and the next in line applicant through the order of merit will be given the opportunity to accept the position. Furthermore, it is being noted that candidates who refuse the position may be reconsidered for the position, only if this is still available, after all other successful applicants on the order of merit have been offered the position.

7.4 Applicants who have already accepted a UK Foundation Programme position, will not be offered a Malta Foundation Programme position.

7.5 Applicants who accept the position but are not present to enable themselves to start the Foundation programme on the prescribed day as communicated by the Malta Foundation School without any due contact or explanation will forfeit the position and the applicant who is next on the order of merit will be given the opportunity to accept the position.

Submission of Applications

8. Applications 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 a Curriculum Vitae (which should include a list of qualifications held by applicant), and an updated Service and Leave Record Form (GP47)/Certificate of Conduct as applicable, in pdf format, which are to be uploaded through the Portal. In the case of Public Sector employees performing duties in the Public Service, they are also to produce confirmation from the Director responsible for People Management of the Ministry where they are performing duties, that they are officially performing duties in such Ministry. The closing date of the receipt of applications is **noon (Central European Time) of Friday, 11th October, 2019**. A computer-generated e-mail will be sent as an acknowledgement of the application. Further details concerning the submission of applications are contained the general provisions

referred to below.

Other General Provision

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

- 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;
- 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 the People Management Division, 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.

The website of the Foundation School of Malta is <http://fpmalta.com>, the fax number is +356 22992604 and the email address is info@fpdoctors.info.

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for Permanent Secretary
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