

## Ministry for Health and Ministry for Active Ageing

### POSITION OF HIGHER SPECIALIST TRAINEE NEPHROLOGY AND GENERAL/INTERNAL MEDICINE IN THE DEPARTMENT OF MEDICINE AT MATER DEI HOSPITAL IN THE MINISTRY FOR HEALTH

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

1. The Director General (People Management), Ministry for Health and the Permanent Secretary, Ministry for Active Ageing invites applications for the position of Higher Specialist Trainee (Various) in the Ministry for Health and in the Ministry for Active Ageing.

1.2 Vacancies exist in the following specialties:

1. Accident and Emergency Medicine in the Department of Accident and Emergency in the Ministry for Health;
2. Acute Geriatrics and General/ Internal Medicine in the Department of Medicine in the Ministry for Health;
3. Anaesthetics and Intensive Care in the Department of Anaesthesia, Intensive Care and Pain Management in the Ministry for Health;
4. Baromedicine in the Department of Medicine in the Ministry for Health;
5. Cardiology in the Department of Cardiology in the Ministry for Health;
6. Cardiothorac Surgery in the Department of Cardiac Services in the Ministry for Health;
7. Clinical Oncology in the Department of Haematology and Oncology in the Ministry for Health;
8. Dermatology in the Department of Dermatology and Venereology in the Ministry for Health;
9. Diabetes, Endocrinology and General/ Internal Medicine in the Department of Medicine in the Ministry for Health;
10. Gastroenterology and General/ Internal Medicine in the Department of Medicine in the Ministry for Health;
11. General/ Internal Medicine in the Department of Medicine in the Ministry for Health;
12. General Surgery in the Department of Surgery in the Ministry for Health;
13. Genetics in the Department of Pathology in the Ministry for Health;
14. Genito-urinary Medicine in the Department of Dermatology and Venereology in the Ministry for Health;
15. Geriatrics in the Department of Geriatrics in the Ministry for Active Ageing;
16. Haematology in the Department of Oncology and Haematology in the Ministry for Health;
17. Medical Microbiology (including Bacteriology, Virology, Mycology, Parasitology and Infection Control) in the Department of Pathology in the Ministry for Health;
18. Neonatology in the Department of Child and Adolescent Health in the Ministry for Health;
19. Neurology in the Department of Neuroscience in the Ministry for Health;
20. Nephrology and General / Internal Medicine in the Department of Medicine in the Ministry for Health;
21. Obstetrics and Gynaecology in the Department of Obstetrics and Gynaecology in the Ministry for Health;
22. Ophthalmology in the Department of Ophthalmology in the Ministry for Health;
23. Orthopaedic Surgery in the Department of Orthopaedic Surgery, Trauma and Sports Medicine in the Ministry for Health;
24. Otorhinolaryngology in the Department of Surgery in the Ministry for Health;
25. Paediatrics in the Department of Child and Adolescent Health in the Ministry for Health;
26. Paediatrics with special interest in Paediatric Neurology in the Department of Child and Adolescent Health in the Ministry for Health;
27. Paediatrics with special interest in Paediatric Cardiology in the Department of Adolescent Health in the Ministry for Health;
28. Paediatrics with special interest in Paediatric Endocrinology in the Department of Adolescent Health in the Ministry for Health;
29. Paediatrics with special interest in Paediatric Infectious Diseases in the Department of Adolescent Health in the Ministry for Health;
30. Paediatrics with special interest in Paediatric Nephrology in the Department of Child and Adolescent Health in the Ministry for Health;
31. Paediatric Surgery in the Department of Surgery in the Ministry for Health;
32. Palliative Medicine in the Department of Haematology and Oncology in the Ministry for Health;
33. Plastic Surgery in the Department of Surgery in the Ministry for Health;
34. Psychiatry in the Department of Psychiatry in the Ministry for Health;
35. Public Health Medicine in the Department of Public Health in the Ministry for Health;
36. Respiratory Medicine and General/ Internal Medicine in the Department of Medicine in the Ministry for Health;
37. Radiology in the Department of Medical Imaging in the Ministry for Health;

38. Rheumatology and General/ Internal Medicine in the Department of Medicine in the Ministry for Health;
39. Urology in the Department of Surgery in the Ministry for Health;
40. Vascular Surgery in the Department of Surgery in the Ministry for Health;.

### **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, 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 Officer in Staff Grade.

2.2 The position of a Higher Specialist Trainee is subject to a probationary period of twelve (12) months.

2.3 It is hereby being noted that the Subsidiary Legislation 452.81 entitled "Contracts for Service for a Fixed Term Regulations" is not applicable in the case of this selection process by virtue of Regulation 3 (2) (c) thereof.

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.

25. An officer holding a position of a definite nature (i.e. with objective reason), which is in the last four (4) months of his/her definite term may apply laterally, even if the advertised position carries the same specialisation that he/she currently holds.

2.6 Accepting appointment in this position signifies that any pending applications within the Public Service are automatically considered renounced unless the latter are applications for SAAC positions or applications for a definite position when the officer concerned holds an indefinite appointment.

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

3. The Salary attached to the position of a Higher Specialist Trainee is equivalent to the maximum point of Salary Scale 6 (which in the year 2022 is €31,710 per annum), with a substantive grade of Senior Staff Grade which starts at the third step of Salary Scale 6 (which in the year 2022 is €29,324.66), together with a Specialisation Allowance of €6,230 per annum for the first two (2) years and rising to €6,750 as from the third year onwards, which shall be paid in thirteen equal instalments every year.

### **Duties**

4.1 The job duties for the position of Higher Specialist Trainee may be viewed in Annex A attached to this Circular.

4.2 An appointee may be requested to perform duties in any of the health care services in Malta and/or Gozo General Hospital at the discretion of the management.

4.3 Appointees shall be posted in the respective Ministry according to the exigencies of the service and letters of appointment shall be issued by the Permanent Secretary of the respective Ministry.

### **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 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”; or
  - f. in possession of a residence document issued in terms of the “Residence Status of United Kingdom Nationals and their Family Members in Malta in accordance with the Agreement on the Withdrawal of the United Kingdom and Northern Ireland from the European Union and the European Atomic Energy Community Regulations”.

**The advice of the Citizenship Unit within Community Malta Agency and the Expatriates Unit within 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.

i. able to communicate in the Maltese and English languages;

ii. fully warranted (full registration as a Medical Practitioner with the Medical Council of Malta) and by not later than **30th June 2023**, must be in possession of a Certificate of Completion of Basic Specialist Training (CCBST) issued by the Specialist Accreditation Committee (SAC) of Malta or equivalent and in case of Palliative Medicine and Genetics, Certificate of Completion of Specialist Training (CCST) for Family Medicine if they intend applying with this certification or equivalent.

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

1. Accident and Emergency Medicine would require a CCBST in Accident and Emergency or equivalent;
2. Acute Geriatrics and General/ Internal Medicine would require a CCBST in General/Internal Medicine or equivalent;
3. Anaesthetics and Intensive Care would require a CCBST in Anaesthesia and Intensive Care or equivalent;
4. Baromedicine would require a CCBST in General/ Internal Medicine or CCBST in Anaesthesia and Intensive Care or CCBST in Accident and Emergency Medicine or equivalent;
5. Cardiology would require a CCBST in General/ Internal Medicine or equivalent;
6. Cardiothoracic Surgery would require a CCBST in Surgery or equivalent;
7. Clinical Oncology would require a CCBST in General / Internal Medicine or equivalent;
8. Dermatology would require a CCBST in General/ Internal Medicine or equivalent;
9. Diabetes, Endocrinology and General/ Internal Medicine would require a CCBST in General/ Internal Medicine or equivalent;
10. Gastroenterology and General/ Internal Medicine would require a CCBST in General/ Internal Medicine or equivalent;
11. General/Internal Medicine would require a CCBST in General/ Internal Medicine or equivalent;
12. General Surgery would require a CCBST in Surgery or equivalent;
13. Genetics would require a CCBST in General/ Medicine or CCBST in Paediatrics or CCST in Family Medicine or equivalent;
14. Genito-urinary Medicine would require a CCBST in General/ Internal Medicine or equivalent;
15. Geriatrics would require a CCBST in General/ Internal Medicine or equivalent;
16. Haematology would require CCBST in General/ Internal Medicine or Haematology or Paediatrics or equivalent;

17. Medical Microbiology (including Bacteriology, Virology, Mycology, Parasitology and Infection Control would require CCBST in Medical Microbiology or equivalent;
18. Neonatology would require a CCBST in Paediatrics or equivalent;
19. Neurology would require a CCBST in General/ Internal Medicine or equivalent;
20. Nephrology and General Medicine would require a CCBST in General/ Internal Medicine or equivalent;
21. Obstetrics and Gynaecology would require a CCBST in Obstetrics and Gynaecology or equivalent;
22. Ophthalmology would require CCBST in Ophthalmology or equivalent;
23. Orthopaedic Surgery would require a CCBST in Surgery or equivalent;
24. Otorhinolaryngology would require a CCBST in Surgery or equivalent;
25. Paediatrics would require CCBST in Paediatrics or equivalent;
26. Paediatrics with special interest in Paediatric Neurology would require a CCBST in Paediatrics or equivalent;
27. Paediatrics with special interest in Paediatric Cardiology would require a CCBST in Paediatrics or equivalent;
28. Paediatrics with special interest in Paediatric Endocrinology would require a CCBST in Paediatrics or equivalent;
29. Paediatrics with special interest in Paediatric Infectious Diseases would require a CCBST in Paediatrics or equivalent;
30. Paediatrics with special interest in Paediatric Nephrology would require a CCBST in Paediatrics or equivalent;
31. Paediatric Surgery would require a CCBST in Surgery or equivalent;
32. Palliative Medicine would require EITHER a CCBST in General/ Internal Medicine or equivalent or a CCBST in Anaesthesia and Intensive Care or equivalent, or CCST in Family Medicine or equivalent;
33. Plastic surgery would require a CCBST in Surgery or equivalent;
34. Psychiatry would require a CCBST in Psychiatry or equivalent;
35. Public Health Medicine would require a CCBST in Public Health Medicine or equivalent;
36. Respiratory Medicine and General/ Internal Medicine would require a CCBST in General/ Internal Medicine or equivalent;
37. Radiology would require a CCBST in Radiology or equivalent;
38. Rheumatology and General / Internal Medicine would require a CCBST in General/ Internal Medicine or equivalent;
39. Urology would require a CCBST in Surgery or equivalent;
40. 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 (CCBST) 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 division as soon as available and, in any case, by not later than one (1) 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.

In case of Palliative Medicine and Genetics, it is the responsibility of applicants in possession of a Certificate of Completion of Specialist Training (CCST) 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 Specialist Training, if applicant intends to apply through this certification, 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 division as soon as available and, in any case, by not later than one (1) 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 **30th June 2023**, which should in any case, be obtained before appointment.

5.2 Applicants must be of conduct which is appropriate to the position applied for. In the case of applicants who

are already in the Malta Public Service, the GP 47 is to be requested by HR Unit of the ministry /department issuing the call for application from the Director responsible for HR where applicants are serving, while those applying from outside the Public 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.

5.3 Applicants must be eligible to take up their due appointment, in terms of 5.1 to 5.2 above, not only by the closing time and date of this call for applications but also on the date of appointment.

5.4 Applicants are obliged to immediately inform the Selection Board (if result has not yet been published, in which case the application should be withdrawn by the applicant) or the HR Unit within the issuing ministry / department (if result has been published) upon any change in the status of their appointment from the date of submission of their application until the closing date, or upon being called for appointment as a result, of this call for application, as the case may be. Non-observance of this instruction may lead to disciplinary action. On its part, at the start of the interview, the Selection Board will request the candidate to declare any changes in status of his/her current appointment from the date of submission of application.

### **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 5.2, have proven relevant work experience.

7.3 The result will be valid up till 30th June 2023 from the date of publication.

### **Submission of Applications**

8.1 Applications are to be submitted, for the attention of the People Management Division, Ministry for Health, 15, Palazzo Castellania, Merchants Street, Valletta VLT 1171, except for Geriatrics, and in the case of Geriatrics, applications are to be submitted for the attention of the Human Resources, Corporate Services Directorate, Ministry for Active Ageing, 46, Level 5, Palazzo Spinola, St Christopher Street Valletta VLT 1464 through the Online Government Recruitment Portal **only** on <https://recruitment.gov.mt>. Applications are to include a Curriculum Vitae (which should include a list of qualifications held by applicant). Those applying from outside the Public Service must produce a Certificate of Conduct which has been issued not earlier than one (1) month from the date of application, in PDF format, which are to be uploaded through the Portal. The closing date of the receipt of applications is **17.15 hrs (Central European Time) of Monday 3rd October 2022**. 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 It is the responsibility of the applicants not to leave until the last thirty (30) minutes 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 or up to two (2) working days from date of notification, whichever is the later, to submit any incorrect or incomplete or missing documents.

8.5 Applicants must indicate clearly which of the specialties indicated in paragraph 1.2 they are applying for. Applicants must furthermore list the specialties being applied for in order of preference in the Declaration Form which may be accessed through the Online Government Recruitment Portal (<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.**

8.6 It is noted that in the event that a complete preference declaration form is not received by the receiving division by the closing time and date of this call for applications, the Ministry reserves 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:

- 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://recruitmentintra.gov.mt/generalprovisions/GeneralProvisionsEN.pdf> or may be obtained from the People Management Division, Ministry for Health, 15, Palazzo Castellania, Merchant Street Valletta VLT 1171 for all specialties except for Geriatrics and from the Human Resources Corporate Services Directorate, Ministry for Active Ageing, 46, Level 5, Palazzo Spinola, St. Christopher Street Valletta, VLT 1464 for Geriatrics only.

These general provisions are to be regarded as an integral part of this call for applications. The website address and email address of the receiving Department for the Ministry for Health are: <https://deputyprimeminister.gov.mt>, + 3562299604 and [recruitment.health@gov.mt](mailto:recruitment.health@gov.mt) and for the Ministry of Active Ageing: [mfaa.gov.mt](mailto:mfaa.gov.mt) and [hr.mfaa@gov.mt](mailto:hr.mfaa@gov.mt).