



ENGAGEMENT OF EUROPEAN NURSES WITHIN THE MINISTRY FOR HEALTH IN MALTA – 2018

Preamble:

The Ministry for Health (Malta) is hereby inviting qualified 1st level European nurses to work within the Maltese Health Service with the following conditions.

Eligibility Criteria:

- a. **EU Citizen**
- b. **Nursing Qualification:**
 - i. A Degree (EQF 6) in Nursing *or*
 - ii. A Diploma (EQF Level 5) in Nursing
- c. **Registration:**
 - i. Registered as 1st Level Nurse with the respective Nursing and Midwifery Council (according to EU directive 55/2013) and
 - ii. Registrable in Malta: Nurses would be required to register with the Council of Nurses and Midwives (Malta) immediately since registration is obligatory before commencement of duties in Malta.
- d. **English Language Level**
 - i. Proof that the primary nursing qualification was undertaken in the English Language; *or*
 - ii. IELTS level 6 on average *or* GCSE/ Cambridge: Grade C, *or* TOEFL (IBT): 60-80 *or* CEFR: B2 *or*
 - iii. Proof of at least 6 months' work experience as a Nurse in a country where English is the Primary or National language
- e. **Conduct**
 - i. Recent Police Good Conduct certificate (within the last month)

Employment Conditions

- f. Indefinite employment (Nurses will be able to terminate at any time after a notice period).
- g. Probation period of 6 months for Diploma, 12 months if employed with a degree
- h. Engaged nurse need to produce a successful completion of a Maltese for Health Professionals course organised by the University of Malta within 1 year of engagement.
- i. Years of service as a Nurse conducted in an EU country as a public service officer shall be counted for progression purposes and salary step.

Salary Package and related information

- j. **Basic Salary:** The following is the basic salary without allowances and bonus as per 2.2, and without any National Insurance and Tax deductions.
 - i. A Nurse with a Diploma in Nursing will be placed in Scale 12 (starting approx. €17,026 annually with 7 annual increments);
 - ii. A Nurse with a Degree in Nursing you will be placed in Scale 10 (starting approx. €19,331 annually with 7 annual increments);



- k. Allowances:** The following are the allowances and bonus, which the nurse will be entitled to. These are taxable.
- i. **Sundays & 46 Hr Week:** If working with a roster including Sundays and 46.66 hours per week special allowance will be granted. These are generally paid on a basis of one third of the basic salary pay (approx. €5,675 if with a diploma and €6,443 p.a. if with a degree)
 - ii. **CPD Allowance:** Nurses are entitled for Continuous Professional Allowance (CPD) of 700 Euros a year; (non-taxable) refunded upon provision of a fiscal receipt.
 - iii. **Nursing Premium:** Nurses are also entitled for Nursing Premium of €2977 annually.
 - iv. **Public Holidays:** The hours worked on a Public Holiday will be paid Triple the basic rate (Approximately €1200 if working on a DDNRO roster)
 - v. **Bonuses:** A total of €422 per annum as work income bonus

Gross Salary

The approximate gross salary per annum for a Nurse inclusive of all the allowances and bonus (as applicable) but without National Insurance and Tax deductions are as follows:

- Nurse with a Diploma: €28,000 (including €700 CPD as per j.i above)
- Nurse with a Degree: €31,000 (including €700 CPD as per j.ii above)

National Insurance Contribution:

Nurses would need to pay 1/10 of the basic pay (j above) as National Insurance. The National Insurance contribution will entitle them to Sick leave benefits etc. Nurses will be entitled for free health service as an EU national.

PAYE:

Tax deduction (Pay as You Earn – PAYE) as established by government which may be revised annually. More information is available on:

<http://www.ird.gov.mt/services/taxrates.aspx#2013>

Net Pay:

The Net Pay for a nurse with a Degree is as follows:

- Gross Pay €30,300 (inclusive of basic salary plus all allowances, bonuses etc) and excluding €700 CPD
 - Less €1933 National Insurance
 - Less €4,978 tax p.a. (based on a Single Status computation)
- Total: €23,389 per annum net pay plus €700 CPD = **€24,089** per annum paid in 13 payments.

Vacation Leave:

200 hours if on 40-hour roster; 232 hours if you work on 46.66-hour roster.

Sick Leave:

30 days full pay a year subject to presentation of a Medical certificate



Roster:

The roster is generally based on Monday to Sunday i.e. Day, Day, Night, Rest, Off (DDNRO) or Monday to Friday or Monday to Saturday according to the exigencies of the service.

Overtime:

There may be an opportunity to work overtime (although not guaranteed) and paid at the rate of 1:1.5.

Deployment:

Although experience in particular areas would be considered, deployment is dependent on the exigencies and priorities to fill crucial vacancies. Currently in fact the most crucial vacancies are the Acute Public General Hospital – Mater Dei Hospital.

Meals:

Nurses will be entitled to free breakfast, lunch and afternoon tea when on Day duty.

Engagement process

Nurses who fit the eligibility criteria stated in Clause A to Clause E, should forward a Curriculum Vitae and copies of certificates confirming such criteria through email: nsd@gov.mt. Interviews will be carried out either through SKYPE or through face to face interviews in Madrid. Date, time and venue will be communicated at a later stage. If found suitable, appointment as an employee within the Public Service in Malta will be issued and employment will be confirmed as soon as possible.