



Engagement of Nurses within the Maltese Public Health System

The Ministry for Energy and Health would like to engage on contract nurses to work within the Maltese Public health sector, in order to make good for the current temporary shortages, which are obstructing the full use of its health infrastructure.

It was assessed that there is a need of 250 first level nurses. Out of these, 10 nurses would be required to have experience in intensive care areas and another 10 nurse would be required to have experience in operating theatres.

These nurses will be engaged on a definite contract of two years with a possibility of renewal for further periods if fitting the criteria as explained Clause 1 below.

The following are the eligibility terms and some basic working conditions:-

1. Basic Requirements

- 1.1 **EU Nationals:** Nurses have to be EU Nationals willing to work in Malta
- 1.2 **Registration:** In possession of a Certificate of Registration with the Nursing and Midwifery Board as 1st Level Nurse (according to the EU Directive 36/2005) in the respective country within the European Union (at least MVQ Level 5).
- 1.3 **Registration 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.
- 1.4 **Conduct:** Nurses should provide a recent Police Conduct which is to be dated within 30 days of the date of the letter of acceptance.
- 1.5 **English:** Able to communicate (speaking, reading and writing) well in English¹. Within one year of contract, the nurses would be expected to show evidence of basic proficiency in the Maltese Language².

2. Basic Working Condition

2.1 Basic Salary³:

- 2.1.1 A Nurse with a Diploma in Nursing will be placed in Scale 12 (starting approx. €15,000 annually with 7 annual increments);
- 2.1.2 A Nurse with a Degree in Nursing you will be placed in Scale 10 (starting approx. €17,000 annually with 7 annual increments);

2.2 Taxable Allowances:

- 2.2.1 **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 €5,000 if with a diploma and €5,600 p.a. if with a degree)

¹ Language Courses to brush up the English language skills will be offered if deemed necessary. However the current (English language) skills will be a criterion within the selection process.

² Maltese Language courses may be provided.

³ Without the allowances listed below but without NI and Tax deductions



- 2.2.2 **CPD Allowance:** Nurses are entitled for Continuous Professional Allowance (CPD) of 700 Euros a year;
- 2.2.3 **Nursing Premium:** Nurses are also entitled for Nursing Premium of €2977 annually.
- 2.2.4 **Public Holidays:** The hours worked on a Public Holiday will be paid Triple the basic rate.
- 2.2.5 **Bonus:** A total of €422 per annum as work income bonus
The Gross Salary per annum for a Nurse with a Diploma: €24,800
The Gross Salary per annum for a Nurse with a Degree: €27,400
- 2.3 **Vacation Leave:** 192 hours if on 40 hours; 224 hours if you work on 46.66 hour roster
- 2.4 **Sick Leave:** 30 days full pay a year subject to presentation of a Medical certificate
- 2.5 **National Insurance Contribution:** Nurses would need to pay 1/10 of the basic pay as National Insurance ⁴.
- 2.6 **PAYE:** Tax deduction (Pay As You Earn – PAYE) as established by government which may be revised annually⁵.
- 2.7 **Roster:** The roster is generally based on Day, Day, Night, Rest, Off (DDNRO) or DNRO or Monday to Friday or Monday to Saturday according to the exigencies of the service.
- 2.8 **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.

The Government may consider to pay for one way Air Ticket from Spain to Malta and also a €1000 refundable pre payment, which would be paid back in five equal instalments within the first 5 months of the contract.

The assistance of the Ministry of Health, Social Services and Equality in the engagement of some of the above posts would be greatly appreciated

⁴ Payment would result amongst other to the entitlement to free healthcare within the public health system amongst others.

⁵ The taxable income may be calculated online on <http://www.ird.gov.mt/services/taxrates.aspx#2013>