

Nurse vacancies in Malta

The Ministry for Energy and Health in Malta would like to engage a number of nurses to work within the Maltese Public health sector, in order to make good for the current temporary shortages in the health care entities across the Maltese Islands.

Title: Nurse(s)

Employer: Ministry of Energy and Health, Malta

Contract type: Two year definite contract with the possibility of renewal

Working days: Shift basis

Working hours: 40 hours with the possibility of overtime /46.6 hours with the possibility of overtime

Location: Public hospitals/clinics, Malta

Responsibilities

- Participate in co-coordinating the activities for a group of clients including the participation of members of the multidisciplinary team;
- Maintain effective communication with senior and junior staff and with all members of the multidisciplinary team;
- Effectively use the resources available to deliver high standard of nursing care;
- Participate in maintaining a clean, safe and comfortable environment which is conducive to the restoration of health and well being;
- Assess, plan, implement and evaluate the care of one or more clients (according to need) prioritising care and accurately completing documentation in accordance with local policy;
- Carry out medical instructions as ordered or make known any objections to doing so and for what reason;
- Work in a collaborative and co-operative manner with other members of the multidisciplinary team;
- Maintain effective communications with clients and relatives ensuring that they are kept well informed, offering advice and counseling where appropriate according to own level of competence;
- Demonstrate proficiency in the techniques and methods of care relevant to the area of responsibility;
- Maintain and improve personal and professional knowledge and competence as appropriate;
- Seek advice and help (when required) from senior nursing staff (medical/paramedical staff where appropriate) to ensure clients receive a high standard of care including advice and counseling;
- Following consultation with relevant persons, initiate and/or participate in nursing research projects and assist with the integration relevant research findings into clinical practice;
- Participate in the implementation of quality initiatives including standard setting, evaluation of nursing practice and clinical audit;
- Ensure self and junior staff act in accordance with the code of professional conduct;

- Adhere to national and local policies with respect to health and safety;
- Be aware of the major incident policy as it affects the individual and the ward/department;
- Act as mentor to newly appointed staff and students as appropriate to own level of expertise and help students to meet their learning objectives as appropriate;
- Participate in student assessments appropriate to own level of expertise and after consultation with senior members of nursing staff and the institute of health care;
- Assist in the coordination of personnel and services involved in the delivery of care to a group of clients according to level of competence/experience.
- Provide information to the Charge Nurse/Midwife and other members of staff to ensure the efficient and effective use of personnel and resources.
- Participate in the implementation and evaluation of quality initiatives.
- Contribute towards maintaining a safe, therapeutic and learning environment.
- Teach and supervise junior staff and students according to own level of competence/experience.
- Participate in health promotion and health education activities.

Confidentiality: The post-holder is required to respect the confidentiality of matters relating to the clients.

Job Requirements

- **Diploma or Degree in Nursing**
- **Proficient in the English Language:** Nurses need to show proficiency in the English Language either by providing proof, by the interview date, that the primary nursing qualification was undertaken in the English Language; or by providing, by the interview date, a valid certificate of IELTS (International English Language Testing System) of average band score of 6 or above in the listening, reading, writing and speaking domains (<http://www.ielts.org/default.aspx>). Furthermore, before confirmation of their appointment, i.e. within one year of the engagement, selected candidates will be expected to sit for, and be successful in the examination in *Basic Medical Maltese for the Healthcare Profession* of the University of Malta. 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.
- **EU Citizens** that are willing to work in Malta
- **Registered Nurse:** 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). Nurses will then be asked to register with the Council of Nurses and Midwives in Malta. Further information below.
- **Of good conduct:** Nurses should provide a recent Police Conduct which is to be dated within 30 days of the date of the letter of acceptance.

Working Conditions

- **Basic Salary** - Engaged nurses will be placed in Scale 10 (starting approx. €17,631 annually with annual increments) excluding allowances and bonus as per 2.2, and without any National Insurance and Tax deductions.
- The following are the **allowances and bonuses** which the nurse will be entitled to. These are taxable.
 - **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 €5,600 p.a)
 - **CPD Allowance:** Nurses are entitled for Continuous Professional Allowance (CPD) of 700 Euros a year; (non taxable)
 - **Nursing Premium:** Nurses are also entitled for Nursing Premium of €2977 annually in working the full roster in wards.
 - **Public Holidays:** The hours worked on a Public Holiday will be paid Triple the basic rate.
 - **Bonus:** A total of €422 per annum as work income bonus
- **The Gross Salary** per annum is approximately €30,000 (if working on a full 46.66hr/week roster in wards).
- **Vacation Leave** - 192 hours annually if on 40 hours a week or 224 hours annually if you work on 46.66 hour roster
- **Sick Leave** - 30 days full pay a year subject to presentation of a Medical certificate
- **National Insurance Contribution** - Nurses would need to pay 1/10 of the basic pay as National Insurance Nurses that will entitle them to free health service as an EU national. The National Insurance contribution will also contribute towards Sick leave benefits, old age pension etc
- **Taxation** would be done on a PAYE (Pay As You Earn) basis and will be deducted from your salary. The rates are established by the government and may be revised annually. The Tax calculator is available through the following link <https://ird.gov.mt/services/taxcalc.aspx>
- **Shift pattern** - 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.
- **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.
- **Meals** - Nurses will be entitled to breakfast, lunch and afternoon tea when on Day duty if deployed in Hospitals.
- **Airfare:** The Government may consider paying for one way Air Ticket from the respective country 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.

Other useful information

Registration with the Council of Nurses and Midwives (Malta): This process is very easy and you just need to submit the application form, your certificates and other documentation. The fee is 12 Euros and this process would start at the same time that you are offered the job. It is a speedy process and will not delay the start of your employment. For further information please visit the CNM website <https://health.gov.mt/en/regcounc/cnm/Pages/cnm.aspx>.

Integration into Maltese life: EURES Malta will hold an information event for all new recruits if this is requested. The information session would give you an overview of Maltese life, tax system, social security contributions, working conditions etc.

Living and working in Malta: You can find useful and up to date information about Malta on the EURES Portal (www.europa.eu)

How to apply

To apply for this post please send a copy the following documents by email to nsd@gov.mt.

- CV
- Nursing qualification (University Diploma/Degree)
- ID/Passport
- Registration as 1st Level Nurse (their Nursing Council)
- Proof of English proficiency as specified above
- Good Conduct Certificate (not more than 4 weeks from application)

Interviews

The interviews will be held either via Skype or in person

Closing Date

20th November 2015 at noon CET