

# Attracting Nurses to Practice

## Malta Case

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# Overview

- Malta Demographics
- Maltese National Health Service
- Current Nursing Workforce
- Demand & Supply
- Retention Strategies
- Work Conditions
- Salary Package
- Initiatives for the Ageing Nursing Workforce

# Demographics



**Geographical Size:**  
316 km<sup>2</sup> (122 sq mi)  
27 km X 14.5 km

**Current Population:**  
**426,060**  
Males: 211,048 (49.6%)  
Females: 214,652 (50.4%)

**Population density:**  
1 330 persons per km<sup>2</sup>

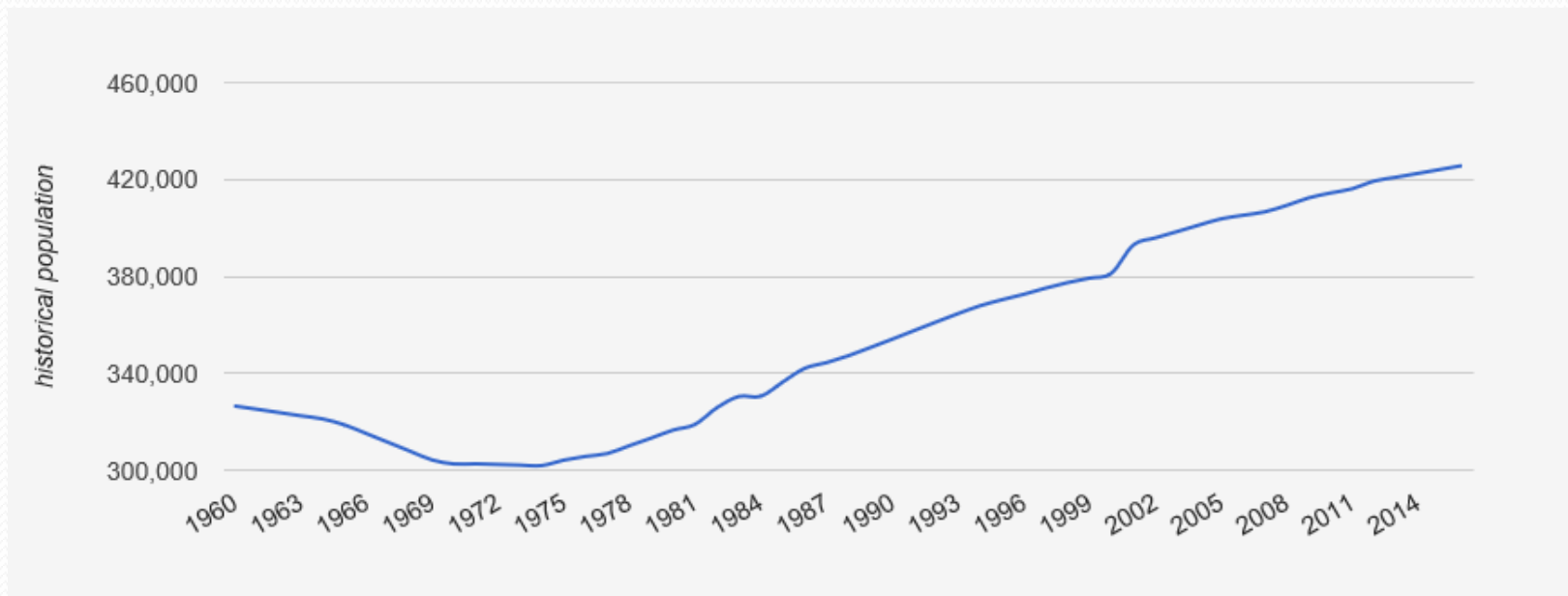
*Most densely populated  
country in the EU*

# Population in Malta

- **Increasing Population:**

**Year 1975:** 304,000;

**Year 2015:** 426,060 – **40%** increase in 40 years :



- **Projected Population:**

**Year 2025** – 429,000

**Year 2050** – 478,000

# Malta Ageing Population

- **Life expectancy at birth: 79.7 years.**
  - **Male: 77.5 years.**
  - **Female: 82.1 years.**
- Decrease in the % of persons under 15 years -**15.3%** of the population
- Increase in the % of persons aged 65 years and over - **15.5%** of the population
- % persons aged 80 years and over is also steadily increasing - **3.4%**

# Maltese National Health Service

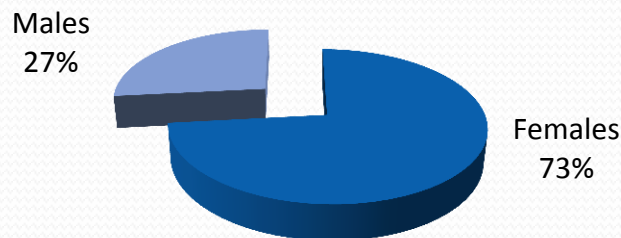
- Publicly funded – free at point of delivery
- Private sector compliments the provision of service
- 5 public hospitals (2 acute) and 2 private
- Most primary care is provided privately
- Drive to develop Primary Care to offload dependency on Acute Care

# Current Nursing & Midwives Workforce

- ***Nursing & Midwives Workforce*** in Public Sector: 3,188
- ***Foreign nurses:*** 290 (9%)

- ***Gender:***

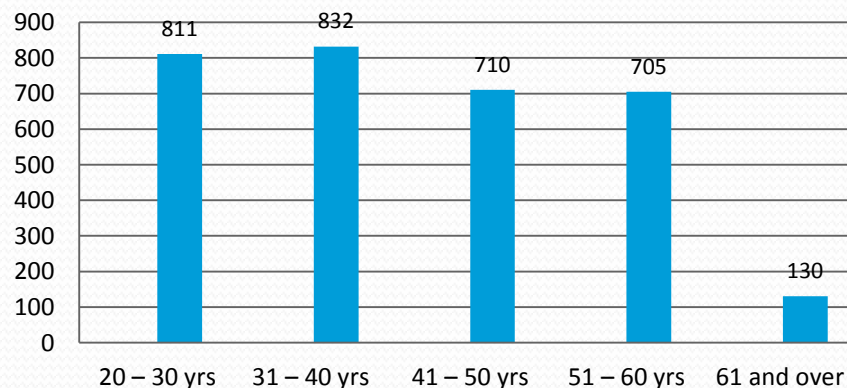
- Male: 850
- Females: 2338



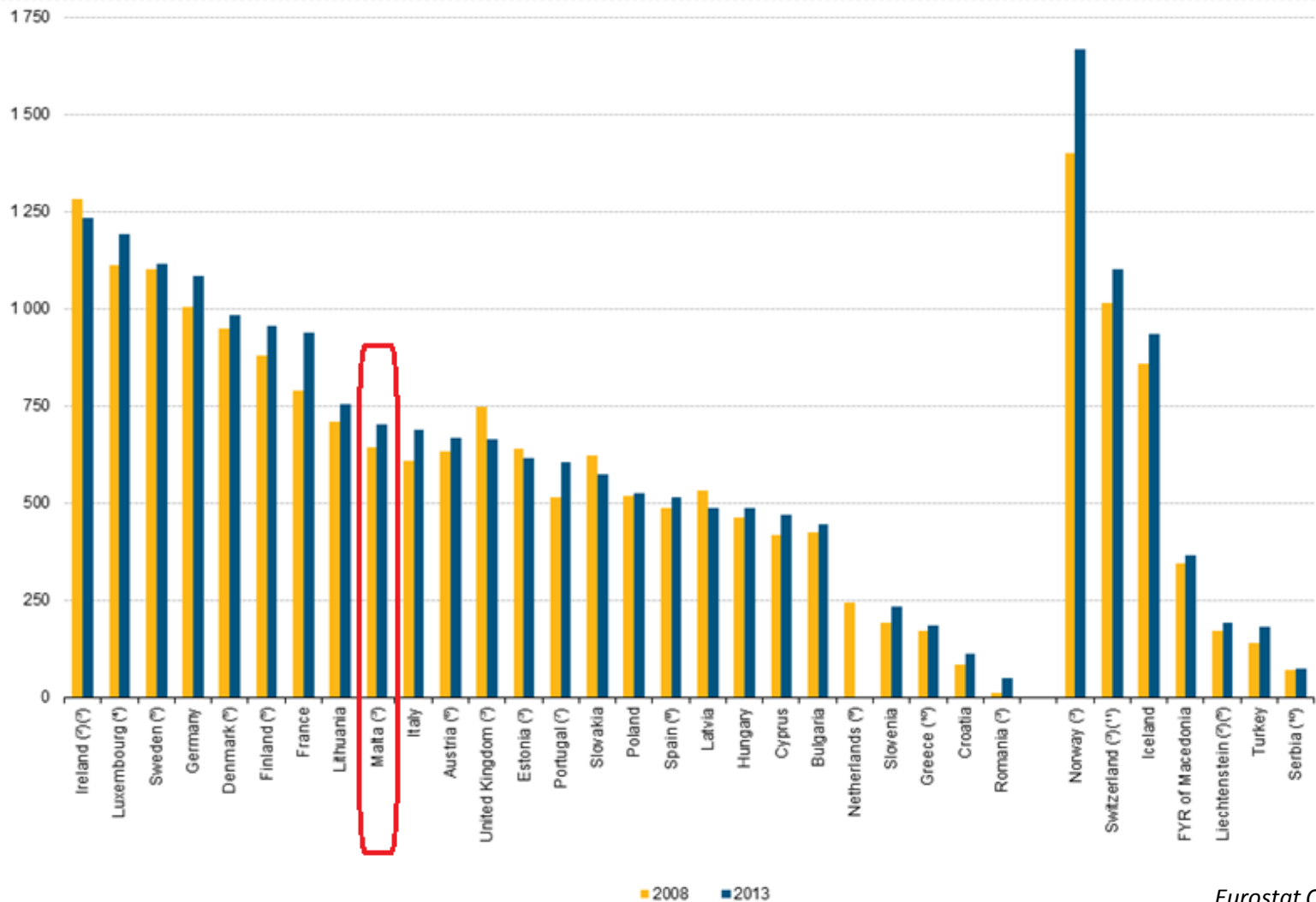
- ***Age Categories***

- 20 – 30 yrs: 811
- 31 – 40 yrs: 832
- 41 – 50 yrs: 710
- 51 – 60 yrs: 705
- 61 and over: 130

**Nurses & Midwives Age Categories**



# Nurses in Malta per 100,000 (2013)





# Demand

- Increase in Service
- New Oncology Centre
- Expanded Rehabilitation Facilities
- Planned Mother & Child Centre
- Increase in Specialisations within Nursing
- Private Public Partnership initiatives
- Medical tourism
- Currently Around 400 vacancies

# Supply

- University of Malta
  - Diploma Level 5
  - BSc Level 6

In 2016 – Expected supply: 160 nurses and 14 Midwives

- Call for applications – open to EU nationals and also to non EU nationals
- Re-engagement mechanisms
- Post retirement opportunity

# Education: Pre & Post Graduate Initiatives

- ***Undergraduate:***

- Re-organisation of undergraduate courses – 3 years
- Better throughput – 160 expected to increase to 240 in 2018
- Free of charge and special maintenance grant to BSc students

- ***Post Graduate:***

- Opportunity of further studies, BSc and MSc Nursing on Part-time Basis in Malta
- 50% release from work
- Qualification allowance

# Career Path

- Progression to Senior Staff Nurse / Senior Midwife through Competency Framework (Introduced in 2016)
- Opportunity within both the Managerial and Specialization streams
- Service in EU Public service valid for progression and promotion purposes
- Paid and Unpaid Study leave

# Salary Package

## *Comparatively lucrative Gross Salary pack including:*

- Same start basic pay as for doctors and allied health professions
- Sunday allowances (double pay), triple on Public Holidays
- Nursing Premium increasing according years of service
- Opportunity to work 46.6 hr/week roster (extra hours on flat rate)
- Continuous Professional Development Allowance
- Opportunity to work Overtime over 46.6 hr at 1:1.5 rate
- BSc Nurse – starting GROSS salary package (excluding Overtime) for 2016 – around **€30,000**

# Work Conditions

- Request for transfer internally and between entities/ministries accommodated ASAP especially through major new intake
- Inter-ministerial and Transfers between Entities coordinated centrally
- Opportunity of re-engagement back to the public service without need to wait for call for applications

# Family Friendly Initiatives

- Bridging – consideration of service prior resignation
- Free Child facilities
- Opportunity for:
  - *Reduced hours*
  - *Part time: Salary & all allowances: Pro-rata, full CPD allowance.*
  - *Maternity Leave*
  - *Parental Leave*
  - *Career Break*

# Ageing Nursing Workforce

- Nursing Premium (allowance) increases by number of years in service (max €6400 p.a.)
- Sectoral Agreement in 2013 with Nursing Union (MUMN)
  - nurses with more than 30 years of service:
    - Committee facilitating requests for transfer to places not too stressful and demanding
    - Possibility to work reduced hours
- Post Retirement engagement in grade of max Senior Staff nurse – normal pay over and above the pension



# Conclusion

- Efforts yielding results
- Balance expected demand and supply within 2 years.
- Political commitment
- Strategy maintained and sustained even after change in administration