A BRIEF ABOUT MALTA AND NURSING IN MALTA - FOR EU NATIONALS

The Nursing Services Directorate within the Department of Health Services in the Ministry for Energy and Health welcomes all new Recruits and pledge to take all possible action to help with their settlement and integration in the Maltese society. This document is a part of this commitment and a step in this direction.

Nurses commencing employment at one of the hospitals

- After the introduction with the nursing management, the applicant will go through some form filling. He/she will be allocated at a ward and will be supervised for the initial period. The choice of the ward depends on the fact whether there are any vacancies. All efforts will be expedited to try to accommodate the nurses as to the matter of choice but there is a possibility that this may not be possible at first instant – it can become possible at a later stage.

- Nurses may opt to accept a €1000 loan, which is refundable over a period of 4 months, which payments are directly deducted from salary and to which deduction the applicant consents to in the employment letter.

- Uniforms together with the associated attire are provided free and meals are free for those employees who work on a long shift.

- Once accepted applicants need to apply for a National Insurance Number and Identity Card. Croatia nationals need to apply for EU work permit. Applicants are advised to take their passport with them together with proof of employment and a birth certificate.

- Prior to employment the applicants are required to undergo a medical test. This will be coordinated by the Directorate People Management and Development, Ministry for Energy and Health (Health), Palazzo Castellania, 15, Merchants Street, Valletta under the direction of Mr. Joe Barbieri. Applicants will need to provide the department with an address (permanent or temporary).

- Nurses need to open a bank account in one of Malta’s Banks. There are various service providers, such as the Bank of Valletta, HSBC, APS Bank, Lombard Bank and Banif Bank. Once in Malta, it is also recommended that each nurse has a mobile telephone number to be contacted. In Malta, there are various mobile telephone operators, the three main ones being Vodafone, Go Mobile and Melita.

- In Malta, there are a number of hospitals but the main acute general hospital is Mater Dei Hospital in Msida. This is an overwhelmingly large hospital and one needs some time to get used to wandering about. It has access control and nurses need Access cards to access the departments they usually go to. Nurses may also (at Mater Dei) apply for a Government email account and for KURA, which is the hospital intranet. On this intranet, one can access news and new policies and guidelines. Work opportunities are also published on the Intranet.
• It is suggested that when a good number of nurses arrive from the same country, nurses choose a representative to forward their problems to him/her so that problematic issues can be resolved before complications arise.

Nursing in Malta

A Brief History of Nursing in Malta

• In Malta, Nursing has a long cherished history, first records dating back to the fourteenth century and later associated with the Knights of St John or as better known the Knights of Malta, which order of knights had an excellent hospital built in 1574.

• In the last 200 years, nursing was associated with the British health system and British mode of education – Florence Nightingale even visited the island on her way to the Crimea in 1854 and positively commented about the plans of a new hospital that was going to be built.

• Structured nurse training started in Malta after 1895. The approval of Ordinance No VIII in 1936 was a new beginning in that it considered the setting up of a register for nurses, a new set of standards for registration and a scheme to establish a school of Nursing. A partial implementation of these arrangements was carried out during the next year when arrangements were made for the necessary training of nurses, for the new hospital under construction in Guardamangia. Steps were taken to establish the Nursing School. The new school of Nurses at St. Luke’s was opened in October 1938 and re-inaugurated in 1965. This structured training continued to develop until in 1988, nursing started being taught at the University of Malta at Diploma and Degree level.

Nursing Regulatory & Professional Bodies

• The Health Care Professions Act (Laws of Malta Cap. 464, enacted in 2003) stipulates that the Nursing and Midwifery Professions in Malta are regulated by the Council for Nurses and Midwives (CNM). The main functions of the CNM include:
  1. The regulation of the registrations of nurses and midwives as stated in the above-mentioned Act.
  2. The upholding of high professional and educational standards for both professions.
  3. The attainment of excellence in the delivery of professional care by encouraging continuing professional development amongst its registrants.

• The professional register lies at the heart of the Council’s activity, which is focused on public protection. No one may practice as a nurse and/or midwife in Malta without effective registration with the Council. In May 1997 the CNM (then known as the Nursing and Midwifery Board) published the Maltese Code of Ethics for Nurses and Midwives.

• The Malta Union of Midwives and Nurses was established in 1996 and is the principal trade union and professional body for nurses and midwives in the Maltese Islands. A number of autonomous or semi-autonomous professional bodies for nurses working in particular settings have also been set up. These include the Midwives
Association, the Association of Maltese Orthopaedic Nurses (AMON), the Malta Association of Psychiatric Nurses (MAPN), the Malta Emergency Nurses Association (MENA), and Malta

Nursing Hierarchy in Public Service

Nursing Practice

- It is important to understand that nursing practice in Malta may slightly differ from your country although this may not be necessarily so. The job description is outlined in a separate document.

- All nurses in Malta are bound by the Nurses Code of Ethics. A soft copy can be downloaded from the Council for Nurses and Midwives website on the Ministry for Energy and Health (Health) website available at: http://health.gov.mt/en/Pages/health.aspx.

Relevant Websites

- Nurses are encouraged to visit the Government website www.gov.mt and to look through the health website www.ehealth.gov.mt. Nurses can also apply for an electronic ID and eventually pay income tax on internet in a secure manner.

Communication

- Communication with the very young and the very old in English can be difficult and nurses are cautioned to exercise a lot of care and attention so that communication
barriers are overcome through the seeking of assistance from Maltese nurses. It is much better to err on the side of caution than to err due to overconfidence or lack of consultation in case of difficulty. One needs to appreciate that even in the best of circumstances, communication problems occur. All difficulties at ward level are to be addressed to the charge nurse or the nurse in charge for the day.

**Salary**

- Finally, some important things to know about salary in Malta. Nurses in Malta have relatively good salaries compared to other workers. A nurse earns his/her salary that is deposited in a bank of his/her choice through direct credit.

- The salary for the post of Staff Nurse (with Diploma) is equivalent to Salary Scale 12, currently €15,972.00 per annum, rising by annual increments of €354.00 up to a maximum of €18,096.00. A Staff Nurse (with Diploma) will progress to Scale 10, (currently €18,127.98 x €407.67 - €20,574.00) on completion of five (5) years service in the grade, subject to satisfactory performance, and thereafter to Scale 9 (currently €19,320 x €447.33 = €22,004.00) on completion of ten (10) years service as Staff Nurse (with Diploma) in Salary Scale 10 subject to satisfactory performance.

- The salary of a Staff Nurse in possession of a BSc (Nursing) degree at MQF Level 6 or its equivalent is in Scale 10, currently €18,127.98 per annum rising by annual increments of €407.67 up to a maximum of €20,574.00. A Staff Nurse (with Degree) will progress to Salary Scale 9 with a salary of €19,320 per annum rising by annual increments of €447.33 up to a maximum of €22,004.00 on completion of two (2) years service as Staff Nurse (with Degree) in Scale 10, subject to satisfactory performance.

- The salary for the post of Staff Nurse on a full-time/ part-time basis is supplemented by allowances as specified below:
  - Nursing Premium: A nursing premium shall be paid every three months; the amount depending whether deployed on a roster without Sundays and Nights to full allowance if deployed to wards on a roster including Nights and Sundays (Maximum: €2910 p.a.)
  - Sunday allowance: If deployed on a Monday to Sunday roster, the hour worked on Sundays shall be paid at double rate. These allowances shall be paid with every salary.
  - Public holidays: An extra double rate per hour to the flat rate shall be paid to the hours worked on the public holidays which fall between Monday and Saturday.
  - 46.66 hour Roster: If working on a 46.6 hr week roster, the extra 6.66 hours shall be paid at flat rate with every salary.
  - Continuous Professional Development allowance: Refund of up to €700 according to the CPD policy will be refunded upon presentation of an application with original invoices.

- Every nurse who is in employment must pay the National Insurance Contribution which is one tenth of the basic. This shall be deducted with every salary. (for Salary
scale 12 the amount will be approximate €1,597 or €122 per salary; Salary scale 10 the amount will be approximate €1,812 or €139 per salary).

• Income tax: Depending on the gross salary, an amount shall be deducted with every salary as income tax. Based on the gross income of Salary Scale 10 - €29,126, an income tax of €4941 in one whole year will be deducted (approximately €380 on average per salary).

• During a year, a nurse receives 13 payments (i.e. a salary every four weeks). A nurse may know beforehand the dates when such payments are due since the pay dates are given to him/her from the Payroll Department. Appendix 1 and Appendix 2 provide an approximate payment which shall be paid with every payroll for Salary Scale 10 and 12.

Other general information

• All nurses will be public officers and they will be appointed as such after a period of casual employment. The usual probation period is 52 weeks. Public Officers are bound by the Public Service Management Code. A soft copy can be viewed on internet on https://opm.gov.mt/en/PAHRO/ERM/Pages/PSMC/PSMC.aspx

Malta and its People …..

• Located in the central Mediterranean Sea, just south of Sicily, the Maltese archipelago basically consists of three islands: Malta, Gozo and Comino. The total population of the Maltese Island was estimated to be approximately 421,386 in 2012.

• The largest island of the group is Malta, from which the archipelago takes its name. Valletta, the capital, is the cultural, administrative and commercial centre of the archipelago.

• The second largest island, Gozo is topographically quite different from Malta. Quaintly attractive for its less industrialised way of life, Gozo can be reached from Malta by ferry-boat from Cirkewwa. Comino, Cominotto, Filfla and St Paul’s Islet are
the other major features of the archipelago. Of these, only Comino, straddled between Malta and Gozo, sustains a very tiny population. Turned into a popular resort because of a couple of very fine beaches, Comino can be reached from Cirkewwa or Marfa, either by boat or by excursion ferries during the summer months.

Position

- The distance between Malta and the nearest point in Sicily is 93 km. The distance from the nearest point on the North African mainland (Tunisia) is 288 km. Gibraltar is 1,826 km to the west and Alexandria is 1,510 km to the east.

- This strategic position has allowed Malta to develop as an important trading post. The Malta Freeport is one of the Mediterranean’s leading ports for container trans-shipments.

Area of the Maltese Islands: 316 km2

Physical Features

- Malta has no mountains or rivers. A series of low hills with terraced fields on the slopes characterizes the Island. The coastline of Malta is well indented, thus providing numerous harbours, bays, creeks, sandy beaches and rocky caves. The length of the shoreline round Malta is 136 km, and 43km round Gozo.

Climate

- The climate is one of the principal factors that have made Malta an important tourist resort in the centre of the Mediterranean. The average winter temperature is 12°C (54°F). There are really only two seasons in Malta: the dry summer season, and the mild winter season. The average rainfall is 558.2 mm (22 inches). Rain rarely, if ever, falls during the summer months.

A Brief History of Malta

- Throughout the ages Malta has been governed and colonised by numerous civilisations including the Phoenicians, the Carthaginians, the Romans, the Byzantines, the Normans, the Aragonese, the Knights of St. John, the French and the British, all of which have left some form of cultural, architectural and linguistic influence on Malta and its people.

- Malta achieved its independence in 1964, becoming a member of the United Nations the following year.

- Malta became a republic in 1974.

- Malta joined the European Union in 2004.

- The President of the Republic is elected every five years by the House of Representatives. The role of the president as head of state is largely ceremonial. The unicameral House of Representatives (parliament) is elected by direct universal
suffrage through single transferable vote every five years, unless the House is dissolved earlier by the President on advice of the Prime Minister. The House of Representatives is made up of sixty-five Members of Parliament. The Constitution of Malta authorizes the President appoint as Prime Minister the member of the House who is best able to command a (governing) majority in the House.

The National Language of Malta

- The national language of Malta is Maltese, a Semitic language which descended from Maghrebi Arabic, with many borrowings from Italian and, in particular, Sicilian. Despite its Arabic roots, the written Maltese alphabet is based on the Latin alphabet.

- The official languages are Maltese and English. Italian was an official language of Malta until the 1930s, and is widely spoken as a second or third language. French, Arabic, German and Spanish, amongst other languages, are taught as foreign languages in secondary schools.

Some Facts

- Population (2012) 421,386
- Gross National Product per capital (2013) 17,773
- Health budget as percentage of national budget (2006) 14.67 %
- Literacy rate (2011) 93.6 %
- Crude birth rate (2012) 9.8 per 1000 persons
- Crude mortality rate (2012) 8.1 per 1000 members of the population
- Neonatal mortality rate within 28 days (2013) 4.00 per 1000 live births
- Infant mortality rate within 1 year of age (2013) 5.3 per 1000 live births
- Mortality rate below 5 years of age (2013) 6.1 per 1000
- Maternal mortality rate (2010) 0
- Educated attendant (Midwife) at delivery (2013) 99.9%
- Average life expectancy (2012) Male 78 years, Female 82.2 years

Education in Malta

School education:

The Maltese educational institutions - state, private, and religious - provide an extensive system which caters for all requirements. Schooling is compulsory from age 5 to 16 but kindergarten classes are provided for all students from the age of three upwards. The State primary school system is localised in every town and village, now organised in colleges. Students sit for national examinations at the end of Year 6 and proceed to Secondary Schools. While an increasing number of students with special learning needs are being placed in mainstream schools, some still receive their education in special primary and secondary schools.
Church schools are substantially subsidised by Government and tuition is free. There is a National Minimum Curriculum set for all schools and there are National Minimum Conditions to establish standards of hygiene, safety, dimensions of classrooms, and amenities.

Students can opt to go to a trade school after three years of secondary level education, but most continue with their studies towards the Matriculation Secondary Education Certificate (MATSEC). On completion of the compulsory school cycle, the students are encouraged to choose from about 50 different vocational, technical and academic courses in the post-secondary sectors. These courses range from academic (as preparation for entry to University) to technical, secretarial, community care, nautical, agricultural (MCAST – Malta College of Arts, Science & Technology) and tourism (Institute of Tourism Studies). Students in most of the post-secondary sector, besides being given free tuition, are also given financial stipends during their course of study.

Higher education:

The University of Malta, which has a four-hundred-year history, has a long tradition of scholarship and research in most disciplines. It awards degrees in Architecture and Civil Engineering, Arts, Management, Accountancy, Economics, Dentistry, Education, Engineering, Medicine and Surgery, Science, and Theology. The Quality of education available in Malta attracts students from the countries bordering the Mediterranean and the Middle East.

It must be noted that Education in Malta caters for all sectors of the population, including the disabled for whom a Special Education Section within the Education Department is set up. The Department also offers various ancillary services, e.g. guidance and counselling, welfare, psychological, medical, and spiritual, which enhance the quality of education offered.
Useful telephone numbers:

- Ambulance 112
- Consumer Protection 21250221
- Direct Dialling Code (Malta) 356
- Directory Enquiries 1182
- Directory Enquiries (Go Mobile) 1187
- Directory Enquiries (Vodafone) 1189
- Emergency 112
- Emergency Rescue by Helicopter 21244371
- Emergency Rescue by Patrol Boat 21238797
- Emergency Vet Services 50043888
- Fire Brigade 112
- Flight Enquiries 21249600
- Government Information Service 153
- Gozo Channel Co. Ltd 21556114
- Hospital – Gozo 21561600
- Hospital – Malta 25450000
- International Code 00
- Lost Property 21224781
- Overseas Operator 1152
- Passport Office – Gozo 21560770
- Passport Office – Malta 21222286
- Police 21224001-7
- Time Check 195
- Weather Forecast 50043848

Health Care Facilities in Malta

- While there are about ten private hospitals and clinics, in Malta the main health care provider is the state. Various departments and institutions run by the Ministry for Energy and Health (Health) are financed mainly through taxation that caters for health promotion and disease prevention, treatment and surveillance.

- The objective of the Government hospital services is to provide diagnostic, treatment and other medical care facilities from hospitals on an in-patient and out-patient basis. The total bed capacity of the Government hospitals is around 2,000, apart from St. Vincent de Paul Residence for the Elderly that has over 1,000 beds.

Mater Dei Hospital was inaugurated in 2007 and is a 928-bedded acute general hospital in Msida. It provides a full range of medical, surgical, orthopaedic, paediatric, obstetric and gynaecological services, as well as acute psychiatric in-patient treatment, an accident and emergency department and various outpatient clinics.

- Tel. (356) 25450000.
- Bus Route No. 35 (Valletta to Mater Dei Hospital).

Sir Anthony Mamo Oncology Centre is found adjacent to Mater Dei Hospital. It has been inaugurated in 2015 and caters for oncology patients both as in-patient and as out-patients.
• Tel. (356): 25452360/1
• Bus Route No. 35 (Valletta to Mater Dei Hospital).

**Sir Paul Boffa Hospital** is found in Floriana. This hospital caters for dermatological care and recently started accepting patients with long term care needs.

• Bus Route: all buses heading towards Valletta

**Karen Grech Hospital** is a rehabilitation facility based in the building that used to house St. Luke’s (General) Hospital in Guardamangia. It is a centre of excellence entrusted with the delivery of person focused specialised care and rehabilitation. It has a capacity of 180 beds.

• Tel. (356) 21241251
• Bus Route – Various buses en route to Valletta.

**St. Vincent De Paul Residence** for the Elderly is found in Luqa. Emphasis is made to offer holistic care and support in the activities of daily living of all residents, giving particular attention to nutrition, mobility, personal hygiene, social and spiritual activities. It accommodates around 1000 persons.

• Tel: (356) 21 224461/2/3.
• Bus Route No. 73 (Valletta to St. Vincent de Paul)

**Mount Carmel Hospital** in Attard is responsible for the coordination of all mental health professional services offered in Malta and Gozo. It aims to promote mental health within the Maltese society by assisting persons with mental health problems who require specialist treatment and care as well as support for their social network and providing, through specialist multi-disciplinary teams, a comprehensive and integrated range of community and hospital mental health service.

• Tel. (356) 21415183.
• Bus Route No. 51, 52, 53 (Valletta to Mount Carmel Hospital)

**The Gozo General Hospital** is a 159-bedded hospital in the island of Gozo which serves as a general acute hospital but also incorporates a wing with 100 psychiatric and geriatric beds.

• Tel: (356) 21 561600

**Health Centres**

• Nine health centres spread out in various towns and villages provide emergency care for minor cases as well as a number of clinics for various services such as podology, communication therapy, immunisation, physiotherapy and well baby clinics.

**Floriana Health Centre**

• Tel: (356) 21 243314-5 / (356) 21 244340

Catchment area:
Valletta, Floriana, Hamrun, Sta. Venera, Mriehe (towards Qormi), Marsa, Zurrieq, Safi, Luqa, Mqabba, Qrendi and Kirkop.

**Gzira Health Centre**
- Tel: (356) 21 344766
- Catchment area:
  Pietà, G'Mangia, Msida, Ta' Xbiex, Gzira, Sliema, Kappara, San Gwann, Taz-Zwejt, St. Julian's, Swieqi, L-Ibragg, St. Andrew's, Pembroke, High Ridge and Victoria Gardens

**Qormi Health Centre**
- Tel: (356) 21 484450-3
- Catchment area:
  Qormi, Zebug and Siggiewi.

**Paola Health Centre**
- Tel: (356) 21 69134-5
- Catchment area:
  Paola, Tarxien, Sta. Lucija, Birzebbuq, Zejtin, Marsaxlokk, Zabbar, Marsascala, Xghajra, Fgura, Gudja, Ghaxaq, Hal-Far, Benghajsa.

**Cospicua Health Centre**
- Tel: (356) 21 675492 / (356) 21 673292-3
- Catchment area:
  Cospicua, Vittoriosa, Senglea, and Kalkara.

**Mosta Health Centre**
- Tel: (356) 22695701 / (356) 22695702
- Catchment area:
  Mosta (Bidnija), Naxxar (Birguma, Maghtab, Salina, Bahar ic-Caghaq), San Pawl il-Bahar (Bugibba, Qawra, Xemxija, Ghajn Tuffieha, Wardija, Pwales), Mellieha (Selmun, Ghadira, Marfa, Cirkewwa), Manikata, Burmarrad, Mgarr (Zeibiegh), Gharghur (Xwieki)

**Rabat Health Centre**
- Tel: (356) 22563000
- Catchment area:
  Rabat, Mdina, Dingli, Attard, Bidnija and Kuncizzjoni.

**B'Kara Health Centre**
- Tel: (356) 21 494960
- Catchment area:
  B'Kara, Iklina, Lija and Balzan.

**Gozo Health Centre**
- Tel: (356) 21 561600
- For persons residing in Gozo
## Government Homes for the Elderly in Malta

<table>
<thead>
<tr>
<th>Home</th>
<th>Address</th>
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<tbody>
<tr>
<td>Bormla Home</td>
<td>Pjazza Santa Margerita Bormla</td>
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<tr>
<td>Floriana Home</td>
<td>Pjazza E.S.Tonna Floriana</td>
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<td>Zejtun Home</td>
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</table>

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Mission Statement: “To promote excellence in all aspects of nursing and midwifery services, to ensure the delivery of high quality care at a national level”

Address: Palazzo Castellania, 15, Merchant Street, Valletta MALTA
- Phone: +356 22992550
- E-Mail: nsd@gov.mt

Directorate People Management and Development

Address: Palazzo Castellania, 15, Merchant Street, Valletta MALTA
Phone: +356 22987145
Email: recruitment.meh@gov.mt

Council for Nurses and Midwives

Address: St Luke’s Hospital OPD (level 1), St. Luke’s Square Pieta – PTA 1010 Malta.
- Tel: (+356) 21255538
- Fax: (+356) 21255541
- E-mail: cnm@gov.mt
**Appendix 1**: Approximate payments with shall be paid with every payroll and along the year on the basis of year 2016 to a staff nurse with a Degree in Nursing (at Salary Scale 10) working a full Monday to Sunday Roster including nights on a 46.66 hour roster in wards.

<table>
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<tr>
<th>Salary 10</th>
<th>Basic</th>
<th>46 /Sun</th>
<th>*Nursing Premium</th>
<th>**Public Holidays</th>
<th>Bonus March</th>
<th>Bonus June</th>
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<td>29790.04</td>
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</table>

*Nursing Premium*: Amount based if working in wards on Monday to Sunday roster, including nights; if Working on Day duties only on Monday to Sunday the total is €611 every payroll (€2445 annually); if working Monday to Saturday Roster and without night: €524 every 3 months (€2096 annually).

**Public Holidays**: the amount under Public Holidays is only indicative.

***The CPD allowance is granted upon presentation of application and invoices (not necessarily in Payroll 6).
**Appendix 2:** Approximate payments with shall be paid with every payroll and along the year on the basis of year 2016 to a staff nurse with a Diploma in Nursing (at Salary Scale 12) working a full Monday to Sunday Roster including nights on a 46.66 hour roster in wards.

<table>
<thead>
<tr>
<th>Salary 12</th>
<th>Basic</th>
<th>46/ Sun</th>
<th>*Nursing Premium</th>
<th>**Public Holidays</th>
<th>Bonus March</th>
<th>Bonus June</th>
<th>Bonus Sept.</th>
<th>Bonus Dec.</th>
<th>***</th>
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<td>Payroll 1</td>
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