

The 124<sup>th</sup> Nursing Board Meeting held on 6 April 2017 had agreed to the amendments on the Criteria for employment of foreign trained nurses at healthcare facilities, public and private institutions of higher learning.

Other than the current criteria, several amendments have been enforced with effect from 6<sup>th</sup> April 2017 for the employment of foreign trained nurses. They are as follows:

**EMPLOYMENT CRITERIA FOR FOREIGN TRAINED NURSES PRACTISING IN THE CLINICAL AREAS**

1. Age: 27 years to 50 years.
2. Possess not less than 3 years of clinical experience after completion of studies and possess specialization in nursing. Must provide evidence or certification from authorized body from country of origin.
3. Period of service does not exceed 5 years, must leave the country and serve 3 months cooling off period.
4. Only those nurses registered with the Nursing Board or Council from country of origin and supported with a Verification of Transcript and Verification of Training will be considered.
5. The quota for employment of foreign trained nurses is 40% of the total local nurses in the facility /institution.
6. Shall not be permitted to practice obstetrics and as a Clinical Instructor in all clinical areas.
7. Only those nurses that have been approved by the Selection Committee for Recruitment of Foreign Trained Nurses are allowed to practice in Malaysia.
8. The highest nursing position in the institution shall hold by Malaysian citizens.
9. Application for employment shall be made through the employer.
10. The employer must obtain the Temporary Practicing Certificate from Nursing Board Malaysia prior to application for approval of Work Permit and Multiple Entry Visa from the Immigration Department.
11. Only those with a Temporary Practicing Certificate (TPC), Approval of Work Permit and Multiple Entry Visa from the Immigration Department, Ministry of Internal Affairs are allowed to work. The duration of a valid Work Permit and the Temporary Practicing Certificate are the same.
12. Shall be fluent in the English Language (spoken and written).
13. Possess a Temporary Practicing Certificate issued by Nursing Board Malaysia, renewable yearly.
14. Subject to domestic laws and regulations and the Nurses Act 1950.

**EMPLOYMENT CRITERIA FOR FOREIGN TRAINED NURSES IN NURSING  
EDUCATION**

1. Age: 27 years to 60 years.
2. Possess not less than 5 years of clinical experience after completion of studies and possess specialization in nursing. Shall provide evidence or certification from authorized body from country of origin.
  - 2.1 Nurse lecturer must possess Teaching Methodology Certificate.
3. Period of Service does not exceed 5 years, must leave the country and serve 3 months cooling off period.
4. Only those nurses registered with the Nursing Board or Council from country of origin and supported with a Verification of Transcript and Verification of Training will be considered.
5. The quota for employment of foreign nurses is 40% of the total local nurses in the institution.
6. Shall not be permitted to practice obstetrics and as a Clinical Instructor in all clinical areas.
7. Only those nurses that have been approved by the Selection Committee for Recruitment of Foreign Trained Nurses are allowed to practice in Malaysia.
8. The highest Nursing Positions shall hold by Malaysian citizens only.
9. Application for employment must be through the employer.
10. The employer must obtain the Temporary Practicing Certificate from Nursing Board Malaysia prior to application for approval Work Permit and Multiple Entry Visa from the Immigration Department.
11. Only those with a Temporary Practicing Certificate (TPC), Approval of Work Permit and Multiple Entry Visa from the Immigration Department, Ministry of Internal Affairs as well as Teaching Permit from the Ministry of Higher Education are allowed to work. The duration of valid Work Permit and that of the Temporary Practicing Certificate is the same.
12. Fluent in the English Language (spoken and written).
13. Possess a Temporary Practicing Certificate issued by Nursing Board Malaysia, renewable yearly.
14. Shall abide to the Standard Operating Procedures for Approval / Accreditation of Nursing Programs.
15. Subject to domestic laws and regulations and the Nurses Act 1950.