

The 130<sup>th</sup> Nursing Board Meeting held on 15<sup>th</sup> October 2018 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 15<sup>th</sup> October 2018 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 55 years.
2. Registered Nurse.
3. Must have minimum 3 years of clinical working experience.
4. Posses post basic qualification and provide certification from the training institution from country of origin.
5. Period of service does not exceed 5 years, must leave the country and serve 3 months cooling off period.
6. Verification of registration (VOR) and letter of good standing (LOGS) from origin country / nursing board or council and send directly to the Malaysia Nursing Board by air mail.
7. Provide Verification of training and transcript from the training institution and send directly to the Malaysia Nursing Board by air mail.
8. The quota for employment of foreign trained nurses is 40% of the total local nurses in the facility /institution.
9. Shall not be permitted to practice obstetrics and as a Clinical Instructor in all clinical areas.
10. Only those nurses that have been approved by the Selection Committee for Recruitment of Foreign Trained Nurses are allowed to practice in Malaysia.
11. The highest nursing position in the institution shall hold by Malaysian citizens.
12. Application for employment shall be made through the employer.
13. 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.
14. 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.
15. Shall be fluent in the English Language (spoken and written).
16. Possess a Temporary Practicing Certificate issued by Nursing Board Malaysia, renewable yearly (2 month before expiry date).
17. Subject to domestic laws and regulations and the Nurses Act 1950.
18. The employer must return the TPC card and termination letter to Nursing Board prior to expire of working contract.

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

1. Age: 27 years to 60 years.
2. Registered Nurse.
3. Must have minimum 5 years of clinical working experience.
4. Posses post basic qualification and provide certification from the training institution from country of origin.
5. Must have teaching permit.
6. Period of Service does not exceed 5 years, must leave the country and serve 3 months cooling off period.
7. Verification of registration (VOR) and letter of good standing (LOGS) from origin country / nursing board or council and send directly to the Malaysia Nursing Board by air mail.
8. Provide Verification of training and transcript from the training institution and send directly to the Malaysia Nursing Board by air mail.
9. The quota for employment of foreign nurses is 40% of the total local nurses in the institution.
10. Shall not be permitted to practice obstetrics and as a Clinical Instructor in all clinical areas.
11. Only those nurses that have been approved by the Selection Committee for Recruitment of Foreign Trained Nurses are allowed to practice in Malaysia.
12. The highest Nursing Positions shall hold by Malaysian citizens only.
13. Application for employment must be through the employer.
14. 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.
15. 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.
16. Fluent in the English Language (spoken and written).
17. Possess a Temporary Practicing Certificate issued by Nursing Board Malaysia, renewable yearly (2 month before expiry date).
18. Shall abide to the Standard Operating Procedures for Approval / Accreditation of Nursing Programs.
19. Subject to domestic laws and regulations and the Nurses Act 1950.
20. The employer must return the TPC card and termination letter to Nursing Board prior to expire of working contract.