



Public Service Commission
Annual Report 2020



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Acronyms


OPM	Office of the Prime Minister
MPS	Malta Public Service
MAFA	Ministry for Agriculture, Fisheries and Animal Rights
MECP	Ministry for the Environment, Climate Change and Planning
MEDE	Ministry for Education and Employment
MESDC	Ministry for the Environment, Sustainable Development and Climate Change
MEW	Ministry for Energy and Water Management
MFCS	Ministry for the Family, Children's Rights and Social Solidarity
MFEA	Ministry for Foreign and European Affairs
MFED	Ministry for Education
MFH	Ministry for Health
MFIN	Ministry for Finance and Financial Services
MFTP	Ministry for Foreign Affairs and Trade Promotion
MGOZ	Ministry for Gozo
MHAL	Ministry for the National Heritage, the Arts and Local Government
MHSE	Ministry for Home Affairs, National Security and Law Enforcement
MJEG	Ministry for Justice, Equality and Governance
MTCP	Ministry for Tourism and Consumer Protection
MTIP	Ministry for Transport, Infrastructure and Capital Projects
PSC	Public Service Commission
P & SD	People & Standards Division
ESP	Employee Support Programme

Note:

Acronyms represent the nomenclature of the ministry's portfolio at the date of publication of the call for applications/the date of issuance of disciplinary charge

Mission Statement

" To ensure, through ongoing monitoring and scrutiny, the provision of excellent public services in a delegated environment, through an efficient public appointment process which upholds the principles of merit and equity, and the exercise of just and efficient disciplinary procedures in the Public Service. **”**





The first Selection Process for the position of Commissioner of Police



COVID-19 Pandemic Suspension of Selection Processes and Disciplinary Procedures



Appointment of a new Executive Secretary

508

Representations

149

Petitions

266

Notifications

191

Recommendations

38

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26

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Abstract

The Public Service Commission is set up in terms of article 109 of the Constitution. This is the 61st annual report of the Commission, submitted to the Prime Minister in terms of regulation 5 (1) of the Public Service Commission General Regulations. The report provides a brief description of the main activities of the Commission during the year 2020 in the execution of its constitutional functions of giving advice and making recommendations to the Prime Minister on matters relating to appointments, promotions, removal from office and discipline within the Public Service. The report may be accessed through the Public Service Commission's website at **psc.gov.mt**



“ ...The Commission geared itself to embrace the new normality amid heightened constraints ”

Mr Louis P Naudi
Chairman

It is normal practice in any organisation, within the context of its business plan, to prepare for the following year's objectives, to anticipate the likely challenges that could possibly arise throughout the year and to identify adequate mitigation measures. The year 2020 was no ordinary year. What started off as a global health emergency in far off China rapidly spread globally. As with all other organisations the Public Service Commission had to adjust its routine to the new circumstances.

Subsequent to the restrictive measures introduced by the Public Health Authorities, the Commission invoked its authority as empowered in terms of the Disciplinary Regulations, and temporarily suspended service-wide Disciplinary Board meetings and postponed prescriptive measures. Teleworking became the norm. Commission meetings were convened virtually—a break from tradition. It was in this scenario that the Commission geared itself to embrace the new normality amid heightened constraints.

The Commission's task is a supervisory one where it ensures that service-wide selection processes are carried out on the principles of merit, impartiality, the exclusion of political patronage and transparency above all else. The publication in early April of Act XIX of 2020 established the selection process for the post of Commissioner of Police. In terms of the provisions of the Act, call for applications for the post of Commissioner of Police was to be issued by the Commission. The Commission was to establish a transparent and competitive process and, after assessing the candidates, draw up a short-list indicating the two most suitable candidates and to refer the short-list to Cabinet.

At this point, I must emphasize the co-operation and teamwork exhibited by the members both during the drafting of the call for applications and thereafter

during the arduous selection process. It was not only a rigorous exercise, but it was equally demanding on the Commission because of the impact of the pandemic. The Commission concluded its report in the first week of June.

Throughout this extraordinary year, the Commission was competently supported by Ms Christine Schembri, the Executive Secretary and her staff who provided the necessary logistics. Since then, Ms Schembri has been appointed in the position of Permanent Secretary and for a time Ms Jacqueline Bonnici acted as Executive Secretary. She, too, has since moved and taken up an appointment in a Headship Position in the Public Service. The Commission wishes to thank them both for the excellent service and support they have given us throughout their respective appointments, not only during this particular year but throughout the years we have been in office.

We welcome Ms Moira Attard as the new Executive Secretary who, in the short time she has been with us, has shown the necessary commitment, initiative and motivation required of the position. It has been a seamless transition.

I. The Remit of the Public Service Commission

Statutory basis

The Public Service Commission is an independent and autonomous body established under article 109 of the Constitution of Malta. It derives its authority and functions from articles 86, 92, 110, 111, 112, 114, 115 and 121 of the Constitution.

The fundamental role of the Commission is to make recommendations or to tender advice, as appropriate, to the Prime Minister, in the making of appointments to public office, the removal of staff from public office, and the exercise of discipline over public officers (or, in other words, public service employees).

In fulfilling its role, the Commission is guided by the principles of merit, equality of opportunity, impartiality, non-discrimination, transparency, the exclusion of patronage (political or otherwise), and fair and open competition, the latter within the parameters of agreements that exist between the Government and Trade Unions.

The procedures governing these functions are set out in the Public Service Commission Appointments Regulations, 2015, and in the Public Service Commission Disciplinary Regulations, 2017.

The regulations of the Commission are made by the Commission with the consent of the Prime Minister in accordance with article 121(1) of the Constitution.

II. Members and Staff of the Commission

Composition

The composition of the Public Service Commission is stipulated in terms of Article 109 of the Constitution, which states that the Commission shall consist of a Chairperson, a Deputy Chairperson, and from one to three other members.

Members of the Commission are appointed by the President of Malta, acting on the advice given by the Prime Minister after consultation with the Leader of the Opposition.

Membership

In 2020, the Members of the Commission were in their second year of a three-year tenure, after they had been re-appointed to office in July 2019.

The Members of the Commission



Mr Louis P Naudi
Chairman

Louis P Naudi is a former public officer. During his long career he occupied various positions in different areas and at different levels until, in 1997, Mr Naudi was appointed Permanent Secretary in the Ministry for Tourism and Culture and Chairman of the Inter-Ministerial Committee on Tourism. In 1993, he was appointed as the first Director General in the Office of the Prime Minister. He was then principally responsible for drafting legislation and the setting up of Local Councils with the overall responsibility for all the departments falling within the Office of the Prime Minister. He had been previously considerably involved in the setting up of the Public Transport Authority, in the constitutional changes to the citizenship laws and, in the setting up of the Malta International Airport Company Ltd. He was also OPM's Coordinator on the Malta-EU Inter-Ministerial Steering Committee.



Ms Marie-Lourdes Grech
Deputy Chairperson

Marie-Lourdes Grech is a former public officer. During her long career in the Malta Public Service, she served in a number of offices, including the House of Representatives, even if for a brief period, and at the Embassy of Malta in Brussels for four years. During the 37 years she spent at the Office of the Prime Minister, she occupied various posts and positions within different offices, including the Establishments Division, the Staff Development Organisation, the Operations and Programme Implementation Directorate and others. Before retiring from the Public Service in May 2016, Ms Marie-Lourdes Grech held the position of Director General at the Cabinet Office.



Mr Carmel Herrera
Member

Carmel Herrera joined the Malta Civil Service in September 1968 and retired from the Public Service in August 2011. Between 1972 and 1990, he served at the Department of Social Services from where he moved to the Ministry of Foreign Affairs where he served both at the Bilateral Affairs and the Multilateral Affairs Directorates and was Deputy Director of Protocol before moving to the Ministry of Health. He also served at the Ministry for Resources and Rural Affairs only to return to the Ministry of Foreign Affairs in 2008. He served overseas at the High Commission in Canberra and at the Consulate in Sydney as Consul General. He also served at the Embassy of Malta in The Hague, the Netherlands, spending the last seven months of his career as Chargé d'Affaires.



Mr Franco Masini
Member

Franco Masini served in senior management and administrative positions in the private sector. He was active in organised business occupying the post of President of the Federation of Industries, the Malta International Fair and the Malta Employers Association. He served on the Board of Directors of several major public companies including Air Malta plc, Bank of Valletta plc, APS Bank Ltd, Gozo Channel Co. Ltd and companies of the Parsons Group. He is a past member of the Broadcasting Authority, the Council of the University of Malta and the Malta Council for Economic and Social Development. In 2002, the President of Malta awarded him the Medal for Service to the Republic (MQR) for "exceptional service to Malta". In 2009 he was conferred with the Ġieħ Għawdex award. Mr Masini had previously served as a member of the Public Service Commission between 1996 and 1997.



Mr Vincent Piccinino
Member

Vincent Piccinino is a retired public officer. He served for over 23 years at the Office of the Prime Minister and, between 1996 and 1998, he also served as Private Secretary to the Prime Minister. In 2002, Mr Piccinino was appointed Director (Finance and Administration) at the Education Division, from where he was superannuated in 2006 on reaching retirement age.

Meetings of the Commission

During 2020, the Commission held a total of 49 meetings during which it dealt with various matters and issues relating to appointments, promotions and discipline, as outlined in more detail in this report.

The Office of the Public Service Commission

In July 2020, the Commission saw a change in its Executive Secretary, when Ms Christine Schembri was appointed Permanent Secretary (Co-ordination and Implementation) in the Office of the Prime Minister. Ms Schembri was succeeded by Ms Moira Attard, who is a senior public officer appointed to the position in November 2020, on a performance agreement for four years. Previously Ms Attard held the position of Director General (Measures and Support) in the Ministry for Foreign and European Affairs.

Throughout the year under review, the Executive Secretary was assisted by Ms Jacqueline Bonnici, Assistant Director (Public Service Commission) and Ms Angela Portelli, Assistant Director (Support Services). For the period July to November 2020, Ms Bonnici was carrying out the duties of Acting Secretary to the Commission.

The staff complement and the total expenditure incurred in the running of the Office of the Public Service Commission for the year 2020 are shown in Appendix 1.

The work of the Commission

The business of the Commission is conducted either through the circulation of files, or during Commission meetings, generally held every Thursday with an agenda that covers policy issues and less clear-cut cases concerning selection processes, promotions, or disciplinary matters that require discussion.

The Commission holds oral hearings in serious disciplinary cases that may lead to dismissal. As laid down in the Disciplinary Regulations, during these hearings, the accused officer and the representative of the department concerned, together with their respective counsel, if they so wish, are given the opportunity to present their case before the Commission. Oral hearings are also held when an officer appeals before the Commission, as provided for by the Appointments Regulations.

Meetings are occasionally held with the Principal Permanent Secretary to discuss public service policies, concerns and issues of common interest, in order to promote mutual understanding and support, while fully respecting the constitutional position of the Public Service Commission. Senior public officers are, at times, invited to the meetings of the Commission, or for meetings with the Chairman and key members of staff, to discuss specific departmental or ministry issues related to particular cases or procedures. Their input on matters of interest or concern helps the Commission to understand better the difficulties and the challenges faced by the Administration. Selection Boards may also be required to meet with the Commission when matters regarding selection processes arise.

During the year under review, the Commission had to adapt its modus operandi in view of the unprecedented challenges presented by the COVID-19 pandemic. The Commission meetings transitioned from the traditional boardroom setting to online meetings.

Website

The Commission's website, <http://www.psc.gov.mt>, provides basic information on the Commission's role and functions, its current composition, how the Commission conducts its business, and the organisation of the Office of the Public Service Commission.

Various documents and templates are uploaded on the website periodically, mostly concerning instructions and guidelines issued by the Commission. The current Annual Report, as well as reports for the years 2004 to 2019, may also be viewed and downloaded from the site.

III. Appointments

The role of the Commission within a delegated scenario

Directive 9 provides that Permanent Secretaries do not require any authority to issue calls for applications, appoint Selection Boards, issue results, and make appointments. However, the involvement of the Public Service Commission is mandatory in various stages throughout the selection process. The following are a few instances when the intervention of the Public Service Commission is imperative.

- **Eligibility benchmarks**

Eligibility benchmarks are set out by the People & Standards Division, OPM. Any departure from the established eligibility benchmarks, after being approved by the People & Standards Division, should be referred for the information of the Public Service Commission. Moreover, in certain cases, the People & Standards Division may seek the Commission's approval for such departures.

- **Submission of applications period**

At least ten working days should be allowed for the submission of applications. Justified requests for a shorter period must be authorised by the Commission.

- **Corrections to, or withdrawal of, the call for applications**

Issuing Authorities may make corrections to a call for applications without the need for the Commission's approval, provided that the corrections are published and advertised with the same prominence as the original call. Moreover, if the corrections result in the widening of the eligibility parameters, the closing date should be extended by at least ten additional working days so that applicants who are rendered eligible are given the opportunity to apply.

During 2020 the Commission authorised eight such requests, as shown in Diagram 1.

In exceptional circumstances, such as a reshuffle in ministries, as was the case in 2020, the Commission may authorise the suppression of a call for applications following a strong justification by the issuing Authority. During the year under review the Commission approved three requests for the suppression of calls.

In instances where the Selection Board encounters difficulty in interpreting the provisions of the call for applications due to lack of clarity or conflicts between the English and Maltese versions or provisions which are in conflict with each other, it is the Maltese version which shall prevail. If the Selection Board considers that the Maltese text is incorrect, it shall then seek the advice of the Public Service Commission. The Commission may direct that a correction to the call for applications be published, or that the call be withdrawn altogether, and a fresh call be issued.

The Public Service Commission may also direct that a call for applications be corrected or withdrawn if, in its opinion, any of the provisions thereof are manifestly unfair or in breach of the principle of merit.

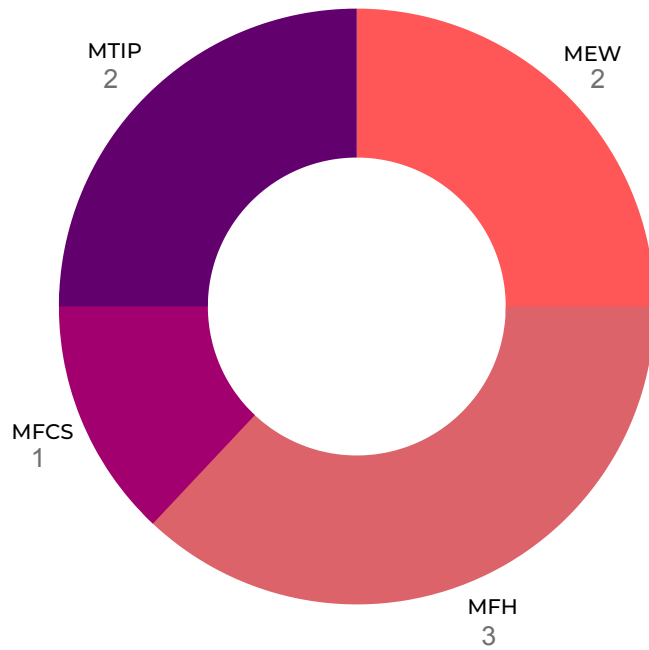


Diagram 1: Withdrawal of calls - 8

- **Late applications**

Applications received after the closing date and closing time should not be considered by Selection Boards unless the Public Service Commission grants concession to their acceptance, based on the justification given.

- **Composition of Selection Boards**

Selection Boards are comprised of three persons – the Chairperson, who should be a serving public officer, and two retired public officers appointed from the Standing Selection Panel of the respective ministry.

If, for any reason, a person nominated to form part of a Selection Board is not a serving public officer or does not form part of the Standing Selection Panel of the respective ministry, the prior approval of the Commission is required.

Throughout 2020 the Commission considered 17 cases where authorities deviated from the Manual on Industrial Relations and the Selection and Appointment Process Under Delegated Authority in the Malta Public Service when appointing the Selection Boards.

- **Waiver of eligibility requirements in the case of disabled applicants**

The general provisions pertaining to calls for applications, to which reference is made in each call, permit applicants with disability to request reasonable accommodation in terms of Section 7 of the Equal Opportunities (Persons with disability) Act (Chapter 413 of the Laws of Malta).

Requests for reasonable accommodation which are received by Selection Boards are to be referred for the consideration of the Public Service Commission.

- **Waiver of eligibility requirements due to administrative errors**

It is the Commission's policy that applicants should not be penalised for any administrative delays or errors, over which the applicants had no control. For this reason, any cases of apparent ineligibility due to administrative delays or errors should be referred to the Public Service Commission for its consideration.

- **Deviation from the semi-standard criteria as set out in the Manual on Industrial Relations and the Selection and Appointment Process Under Delegated Authority in the Malta Public Service**

In those instances where a deviation from the semi-standard criteria is contemplated, the Selection Board should refer the selection criteria for the endorsement of the Public Service Commission prior to the commencement of the interviews. In 2020 the Commission considered a total of 52 such requests, as demonstrated in Diagram 2.

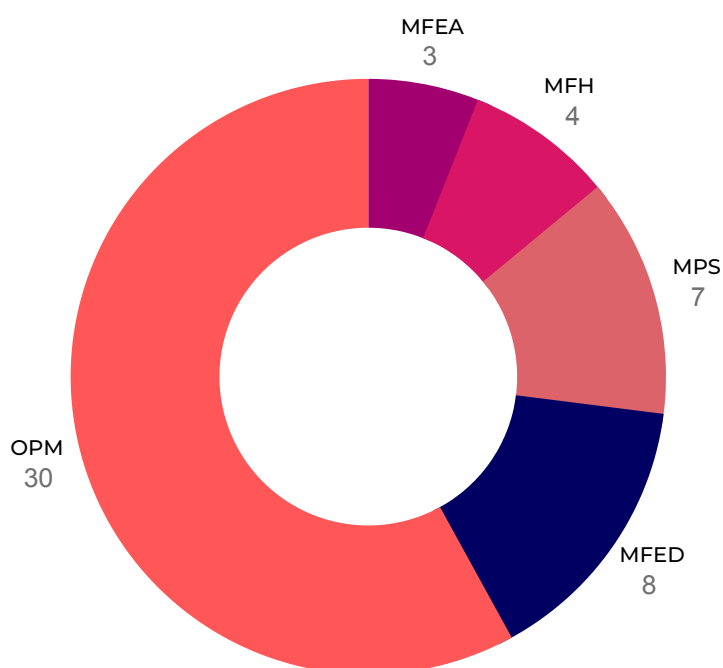


Diagram 2: Criteria (Deviation from Manual) - 52

- **Representations period**

The Board should enquire whether any representations contesting ineligibility were submitted to the Public Service Commission by applicants within the established time frame of five working days. Only upon confirmation from the Commission that there were no representations/there are no pending representations can the Selection Board proceed to compile and finalise the report.

- **Petitions period and appointments of successful candidates**

When the ten working days allowed for the submission of petitions expire, the Authorities shall enquire in writing with the Public Service Commission whether the ministry concerned may proceed with the making of appointments. There may be instances where clearance is obtained from the Public Service Commission to waive the ten-day petitions period and proceed with appointments on grounds of public interest.

- **Minority reports**

When a Selection Board member disagrees with the rest of the Board on a matter of significant importance which renders him/her unable to sign the report, the member in disagreement may draw up a minority report. The guidance of the Commission may be sought by the pertinent Permanent Secretary in such cases.

- **Regulation 20 (Power of the Commission to disqualify applicants)**

If for any reason, as stipulated in regulation 20, the Authorities are of the opinion that a successful candidate, according to the order of merit recommended by the Selection Board, should not be appointed, they shall submit the matter, together with all the relevant documentation, for consideration of the Public Service Commission in terms of the same sub-regulation. The Public Service Commission, after giving the candidate concerned the opportunity to submit representations and considering the matter, shall direct the Authorities on how to proceed and they shall proceed accordingly. During 2020, the Commission ruled in favour of six requests for the disqualification of applicants.

- **Extension/termination of probationary period**

Officers appointed to a new post and who, during their probationary period demonstrate that their ability and efficiency displayed in the performance of duties fall short of the required standard, may have their probationary period extended or terminated.

Section 1.8 of the Manual on Resourcing Policies and Procedures stipulates that the Permanent Secretary is to inform the officers concerned, in writing and before the end of the probationary period, of his/her intention to extend or terminate the probationary period. He/she will also inform the officers of their entitlement to appeal to the Public Service Commission within ten working days of the date of notification. Concurrently, the Permanent Secretary is to inform the Commission that he/she has initiated action to extend/terminate the officers' probationary period. The decision to extend/terminate the probationary period should not take effect during the ten-day appeals period, and if the officers appeal, the decision should not take effect unless it is confirmed by the Commission.

During 2020, the Commission received 29 notifications regarding the extension of probationary period, out of which two officers appealed to the Commission. The Commission ruled that the officers be confirmed in their appointment. It also received three notifications for the termination of appointment, out of which two officers appealed to the Commission. The Commission recommended that one officer was to revert to his/her previous grade, whilst another officer had his/her appointment terminated.

- **Regulation 32 (Power of the Commission to recommend the revocation of appointments)**

In exercising its power to change and/or annul any wrong decision, the Commission may recommend to the Prime Minister that an appointment be withdrawn in terms of sub-regulation 32 of the Public Service Commission Appointments Regulations.

In 2020, there were no revocation of appointments.

In the case of a flawed selection exercise, or in other cases as deemed necessary and appropriate by the Public Service Commission, the Commission retains the right to annul a published result and order that a new Selection Board be appointed and that the selection process be conducted afresh.

During the year under review the Commission annulled two selection processes.

- **Validity period of the result**

The validity period of a selection process shall be one year from the date of publication of the result, or the date the result is sent to candidates in the case of posts/positions in salary scale 5 or higher, unless otherwise stated in the call for applications. The result of the interview will serve to fill vacancies recurring in that particular post/position during the validity period. In cases where a revised result is issued, the validity period of the result nonetheless starts from the date of the original result.

The Public Service Commission may, if it deems it necessary and in the public interest, authorise the extension of the validity period. During the year under review the Commission approved nineteen requests for the extension of validity period of results.

During the course of the year under review the Commission considered and ruled upon, eight withdrawals of calls, 52 deviations from the set criteria of the Manual on Industrial Relations and the Selection and Appointments Process Under Delegated Authority in the Malta Public Service and 17 compositions of Selection Boards which had deviated from the mentioned manual.

The Commission also annulled two selection processes and disqualified six applicants from the selection process. It also approved 19 extensions to the validity period of results.

Recommendations and advice to the Prime Minister

During the year under review the Commission referred 191 recommendations to the Prime Minister. These recommendations related to appointments to Headship Positions, re-designation of positions, extension of performance agreements, termination of performance agreements and lateral moves. Other recommendations related to the reversion to previous grades, revocation of appointments, re-employments/reinstatements, appointments of Executive Secretary within Local Councils and the regularisation of employment of staff in the Public Service.

On 38 occasions throughout the year, the Commission gave its advice to the Prime Minister in terms of articles 92(3), 92(4) and 111(1) of the Constitution for the appointments of Permanent Secretaries, Heads or Acting Heads of Department and Resident Ambassadors abroad.

Notifications

The Commission issued 266 notifications relating to appointments following selection processes, extensions of performance agreements, the grant of indefinite status, assimilations/promotions in terms of Classification Agreements, postponement/backdating of appointments, engagement/renewal of contracts, revocation of appointments and withholding of progressions/promotions.

Representations made to the Commission

Regulation 23 of the Public Service Commission Appointments Regulations provides that applicants for a vacant post/position who are found by the Selection Board not to satisfy the eligibility requirements for the post/position, or who are disqualified by the Selection Board for any other reason and, who are of the view that the Selection Board has decided wrongly in their regard, may submit representations to the Commission within five working days from the date when action was taken to inform them that they have been found ineligible or otherwise disqualified.

During 2020, the contested calls for applications amounted to 272. These calls for applications attracted 7,466 applicants. Out of those applicants who were deemed to be ineligible by the Selection Boards, 508 submitted representations to the Commission, contesting their ineligibility. Table 1 refers.

Most of the representations received in 2020 originated from applicants who were deemed ineligible on the basis of their qualification (60%), followed by lack of experience (20%), and late submission of related documentation (12%). Diagram 3 refers.

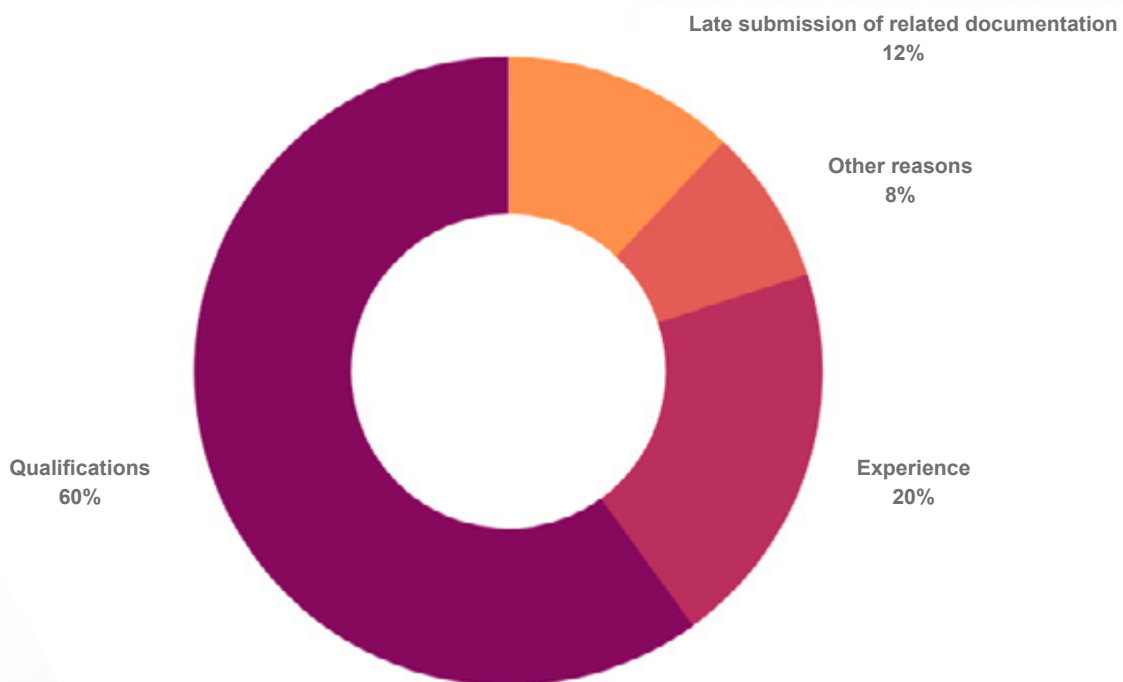


Diagram 3: Nature of Representations Received

Ministry	No. of Contested Selection Processes	No. of Applications Submitted	No. of Representations Submitted
OPM	12	177	20
MPS (Malta Public Service)	19	810	46
MAFA	13	181	22
MECP	11	221	15
MEDE	88	2137	210
MESDC	3	85	6
MEW	3	50	4
MFCS	18	210	23
MFEA	1	69	8
MFH	49	2033	75
MFIN	3	27	3
MFTP	1	7	1
MGOZ	7	100	10
MHSE	13	869	27
MJEG	9	169	10
MTCP	3	183	4
MTIP	19	138	24
Total	272	7,466	508

Table 1: Representations in 2020

The Commission, after investigating the submissions, ruled in favour of 65 applicants whom it deemed eligible. The other 443 representations were not upheld.

A detailed account of the representations addressed by the Commission during 2020 can be found in Appendix 2 of the report.

Petitions relating to selection results

Regulation 24 of the Public Service Commission Appointments Regulations states that applicants for a vacant post/position, who go through all the stages of the selection process and who feel aggrieved by the result of the Selection Board on the grounds that the result does not reflect the merit principle, may petition the Commission for redress. A petition under this regulation should be submitted by the applicants within ten working days from the date when action is taken to make the outcome of the selection process known to them.

With regard to posts or positions in Salary Scale 6 or below, the ten working days start to count from the day after a notification appears on the website of the respective ministry, stating that the result has been issued. In the case of vacancies in Scale 5 or higher, where results are sent directly to applicants, the ten working days start to count from the day after the result is received by the applicants concerned.

In 2020 the Commission received a total of 147 petitions in respect of the results obtained by individuals who believed that the result of the selection process was not a fair reflection of their merits. Two other petitions which had been pending as on 31 December 2019, were also investigated and decided upon during the year under review.

As indicated in the following diagram, the majority of the petitions received in 2020 related to complaints about marks awarded by Selection Boards on experience (27%), followed by qualifications (22%), knowledge (20%), skills and abilities (18%) and other reasons (13%).

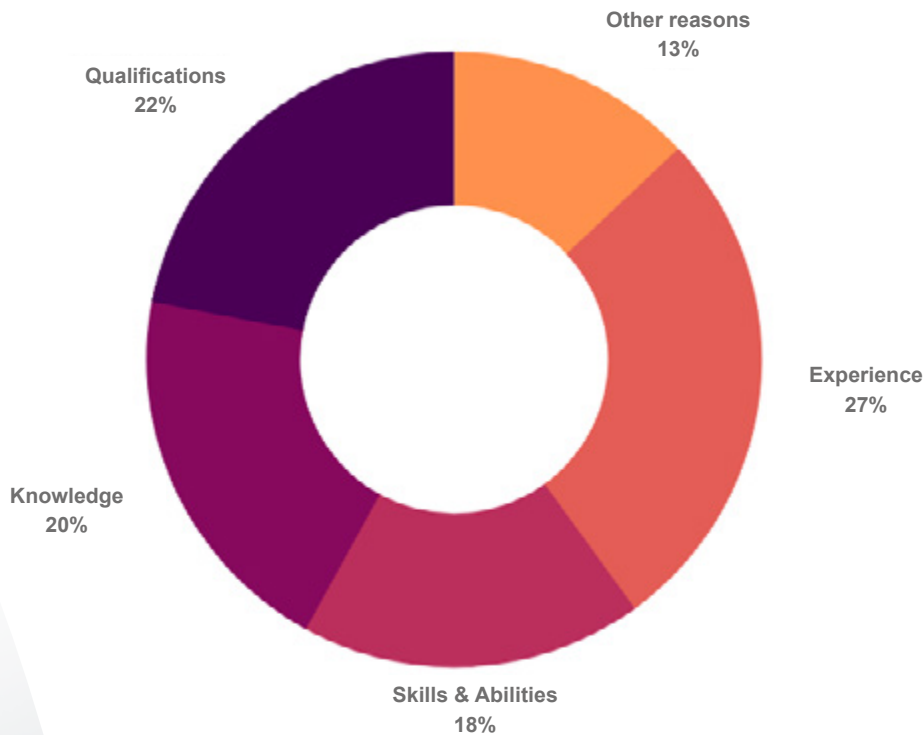


Diagram 4: Nature of Petitions

The contested selection processes amounted to 67; a total of 149 candidates (including two candidates who had filed their petition in 2019) out of 1,819 who were interviewed, appealed from the published results. Table 2 refers

Ministry	No. of Contested Selection Processes	No. of Interviewed Candidates	No. of Petitions Submitted
OPM	1	2	1
MPS (Malta Public Service)	6	71	8
MEDE	32	446	80
MESDC	1	2	1
MFCS	2	11	2
MFH	18	935	37
MHSE	5	260	18
MTCP	1	85	1
MTIP	1	7	1
Total	67	1,819	149*

Table 2: Petitions in 2020

Note

*Including two petitions carried forward from 2019

As on 31 December 2020, out of 149 petitions, the Commission ruled in favour of 9, ruled against 121, whilst 19 petitions had not yet been decided upon by the Commission. An overview of the petitions investigated by the Commission can be found at Appendix 3.

Oral hearings in terms of the Public Service Commission Appointments Regulations

In 2020, the Commission held three oral hearings in terms of the Public Service Commission Appointments Regulations. These hearings related to the disqualification of applicants from a selection process, representations from an applicant who had been found ineligible to apply and an appeal from an officer who had been notified of the termination of probationary period.

Audits

Regulation 19(1) of the Public Service Commission Appointments Regulations, 2015 authorises the Commission to inquire into and investigate any selection process. The main objectives of these audits are to ensure that:

- a) selection processes are conducted in accordance with the merit principle;
- b) Selection Boards interpret the eligibility requirements and the selection criteria in a reasonable manner and are not influenced by any considerations extraneous thereto; and
- c) Selection Boards do not commit any irregularities of procedure or errors in their appreciation of facts that have material effect on the outcome of the selection process.

Unfortunately, during 2020, physical audits had to be put on hold due to the COVID-19 pandemic; however the compliance mechanism continued to function through the investigation of representations and petitions received by the Commission. Moreover, the Commission kept in constant touch with the Authorities responsible for the issuing of calls for applications and the Selection Boards in order that regulations are followed thoroughly throughout the selection process.

IV. Discipline

Functions of the Commission relating to discipline

The primary role of the Commission within the disciplinary scenario remains that of a regulator and it is empowered to rule upon and give direction with regard to the interpretation of its regulations and to enquire into the disciplinary control exercised by Heads of Department.

If it transpires that a Head of Department or any other officer has abused his/her delegated authority, or has failed to exercise proper disciplinary control in accordance with the Disciplinary Regulations or the manual appended to the regulations, or did not comply with any Public Service Commission ruling or directive, the Commission may recommend to the Prime Minister that the delegated authority be withdrawn and/or that disciplinary action be taken against the officer concerned.

The following matters also fall within the direct responsibility of the Commission:

- *Recommending the suspension for precautionary purposes of public officers from the exercise of the powers and functions of their office; that is to say, suspension from work on half salary, pending the conclusion of disciplinary or criminal proceedings.*

Precautionary suspension is imposed whenever it is considered that, due to the nature of the charges against the officer, s/he should not continue to attend work until the case against him/her is decided upon. Precautionary suspension is not a penalty, but a precautionary measure in the public interest and does not imply any judgement as to the guilt or otherwise of the officer facing charges.

Whenever an officer is acquitted of the disciplinary/criminal charges brought against him/her, the Commission recommends that the precautionary suspension be immediately lifted and that he/she be reimbursed the half salary withheld during the suspension. If, on the other hand, the officer is found guilty, then the half salary withheld is, usually, forfeited.

- *The imposition of disciplinary penalties on public officers who are found guilty of a criminal offence by the Courts.*
- *The decisions as to the guilt or otherwise of officers and as to the penalties to be imposed, where the officers were notified that the charges against them could, if proven, lead to dismissal. Such cases are heard before a Disciplinary Board; however, they are then referred to the Commission in terms of regulation 23(2) of the Disciplinary Regulations, since Heads of Department do not have the authority to dismiss an employee on disciplinary grounds. A finding of guilt does not automatically result in the dismissal of the officer. The Commission may recommend an alternate penalty after considering the findings of the Disciplinary Board and after giving the officer charged and the Head of Department the opportunity to make representations, in writing or orally.*
- *The hearing of appeals from public officers against decisions taken by Heads of Department under delegated authority, in terms of regulation 27(1) of the Public Service Commission Disciplinary Regulations, 2017.*
- *The hearing of appeals made by Heads of Department against the findings of Disciplinary Boards, in terms of regulation 29(1).*

Disciplinary cases involving criminal proceedings against public officers

In terms of article 110 of the Constitution, during 2020 the Commission made the following recommendations to the Prime Minister in respect of 80 cases involving criminal proceedings against public officers:

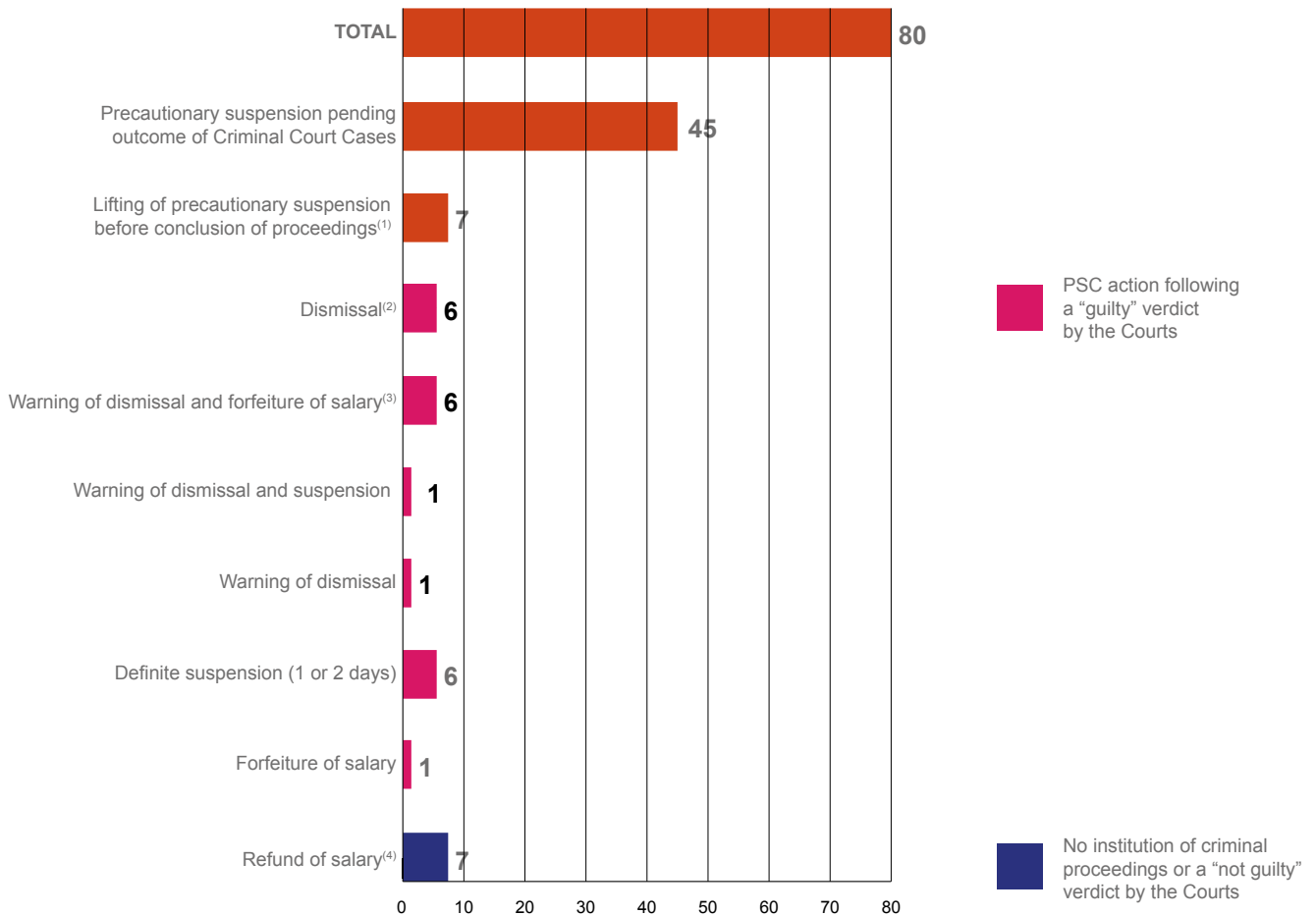


Diagram 5: Recommendations made by the Public Service Commission to the Prime Minister concerning criminal cases – Total 80

Notes

- (1) In one of these cases, the recommendation was made in terms of the Commission's established principle that a person cannot remain under precautionary suspension indefinitely without formal charges being preferred against him/her. Investigation in connection with this case was still underway.
- (2) In three of these cases, the Commission also recommended the forfeiture of the salary withheld during the period of precautionary suspension.
- (3) In one of these cases, the Commission recommended also that the accused officer be suspended without pay for one day.
- (4) One officer died whilst undergoing criminal proceedings. The refund was made to the heirs. Another refund of salary withheld during the period of precautionary suspension was made following a sentence delivered by the Constitutional Court.

The Commission also submitted its advice to the Prime Minister, in terms of section 114(1) of the Constitution, on nine occasions. These included one case where a former public officer was acquitted by the Court of the charges preferred against him/her and he/she was therefore granted the half uncommuted Treasury pension withheld from him/her. In the other eight cases, the service pension was withheld, pending the conclusion of criminal proceedings against the officers concerned. One of these advices was later revoked.

Oral hearings

The Public Service Commission Disciplinary Regulations, 2017 provide that, in its consideration of a case under certain circumstances, the Commission may give the opportunity of an oral hearing to the parties involved.

Regulation 15(2), which deals with disciplinary action after conviction on a criminal charge, stipulates that, if the Commission considers that the appropriate penalty following conviction on a criminal charge shall be dismissal, or a warning of dismissal, or the forfeiture of any salary withheld, it shall inform the officer of his/her right to make written representations to the Commission within a period of ten working days from such notification and the Commission shall consider such representations and may give the officer the opportunity of an oral hearing before making a recommendation to the Prime Minister.

In the case of an offence where the Head of Department had given notice to the officer charged that the charges, if proved, could lead to dismissal, the Commission may give an opportunity to the officer charged and to the Head of Department to make oral representations before it, as required by regulation 23(2)(c).

A public officer shall have a right of appeal to the Commission, in accordance with regulation 27, against a finding of guilt and any corresponding penalty imposed by the Head of Department or where the officer can prove that there has been a gross disregard of the procedures laid down in the Disciplinary Regulations and such disregard had prejudiced his interests.

Likewise, regulation 29 concedes to the Head of Department the right to appeal to the Commission if he/she is either dissatisfied with the proceedings or findings of a Disciplinary Board or has proof that there has been a gross disregard of the procedures laid down in the Disciplinary Regulations and such disregard had prejudiced the case.

Moreover, in terms of Regulation 30, any person who had been penalised under the Disciplinary Regulations, may submit a petition to the Commission to review his/her case for the purpose of revoking or amending the recommendation which the Commission had tendered against him/her. In its consideration of the petition, the Commission may, at its sole discretion, give the petitioner the opportunity to make oral representations, and may also seek the views of the respective Head of Department, in writing or verbally.

Another instance where the Commission may, at its discretion, give the opportunity of an oral hearing is when a public officer appeals to the Public Service Commission against the decision of the Head of Department to consider the officer as having resigned from the Public Service with effect from the eleventh day of absence without leave following ten consecutive working days, in terms of regulation 32(5) of the Public Service Commission Disciplinary Regulations, 2017.

On its own initiative, the Commission may also give the opportunity of an oral hearing when it considers it appropriate.

During 2020, the Commission convened eight oral hearings in terms of the Public Service Commission Disciplinary Regulations.

Disciplinary cases leading to dismissal and appeals

During 2020, the Commission considered nine disciplinary cases which were referred to it in terms of:

- (i) regulation 23(2) of the Public Service Commission Disciplinary Regulations, 2017, where the officers involved had been notified that the charges, if proved, could lead to their dismissal; or
- (ii) regulation 27 of the Public Service Commission Disciplinary Regulations, 2017, where the officers involved appealed against a finding of guilt and any corresponding penalty imposed by the Head of Department or where the officer could prove that there had been a gross disregard of the procedures laid down in the Regulations which prejudiced his/her interests.

After giving both the officers involved and their respective Head of Department an opportunity to make oral representations, the Commission submitted the following recommendations to the Prime Minister as shown in Diagram 6.

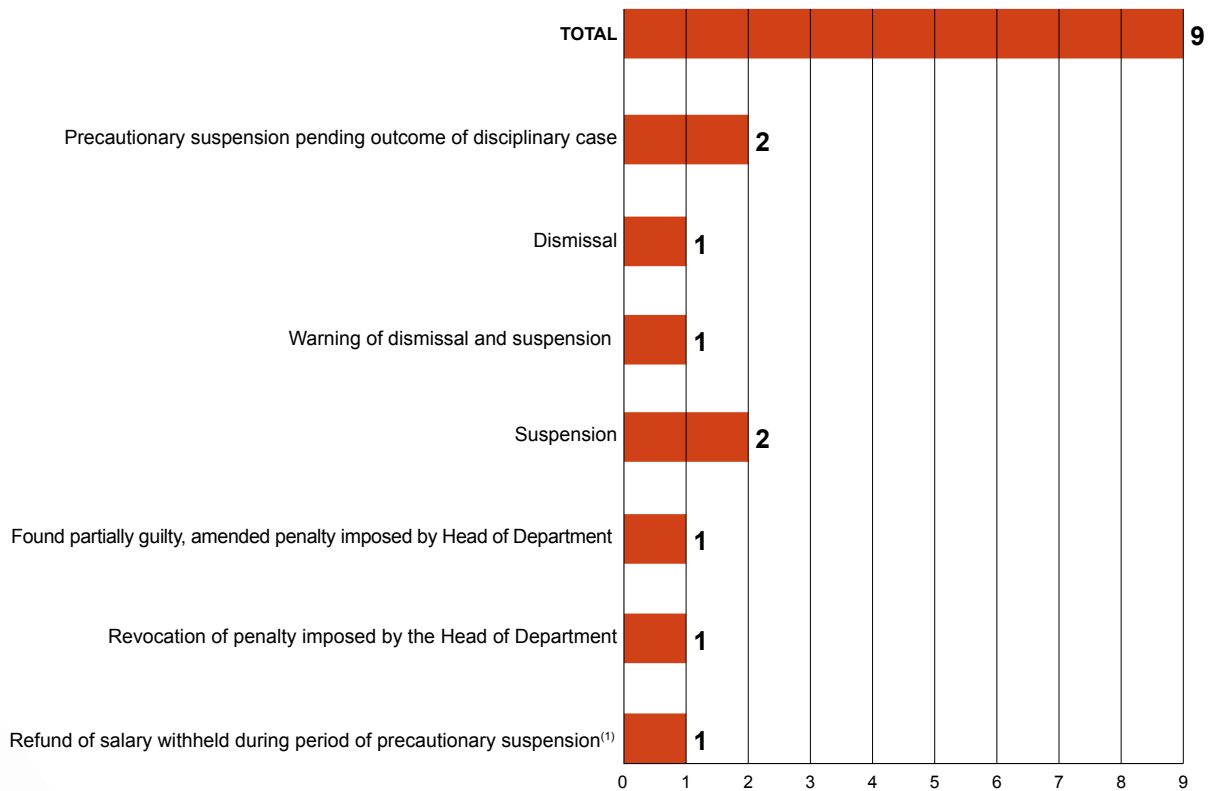


Diagram 6 – Recommendations made by the Public Service Commission to the Prime Minister concerning disciplinary cases – Total 9

Note

⁽¹⁾This recommendation was necessary since no disciplinary action was taken by the Head of Department

Analysis of offences and penalties in cases decided by the Commission (both criminal and disciplinary cases)

The 80 criminal cases referred to in Diagram 5 include 45 cases where the Commission recommended the precautionary suspension of the officers concerned; seven cases where the Commission recommended the lifting of the precautionary suspension pending any potential penalties that may appropriately be imposed; and seven cases where the officers concerned were not found guilty or where no criminal proceedings were instituted. The remaining 21 criminal cases were served with a penalty as indicated in Diagram 5.

Similarly, the nine disciplinary cases listed in Diagram 6 include two cases where the Commission recommended the precautionary suspension of the officers concerned, one case where the Commission recommended the refund of the salary withheld during the period of precautionary suspension since no disciplinary action was taken by the Department and one case where the penalty imposed by the Head of Department was revoked. The remaining five disciplinary cases were served with a penalty as indicated in Diagram 6. Thus, the total number of cases in which officers were served with a penalty by the Commission amounted to 26.

Proceedings in breach of the Disciplinary Regulations

During the year under review, the Commission declared two cases as null since time frames stipulated in the Public Service Commission Disciplinary Regulations, 2017 had not been adhered to.

Reference back by the Prime Minister

The Prime Minister may, acting in accordance with article 86(1)(a) of the Constitution, refer a recommendation back, once, to the Commission for reconsideration. During 2020 the Commission considered one case where, following deliberation, it agreed to amend its previous recommendation. The Prime Minister approved the Commission's final recommendation.

Review of past disciplinary decisions

Regulation 30 of the Public Service Commission Disciplinary Regulations, 2017 provides a remedy in the event of a gross miscarriage of justice in disciplinary proceedings. It empowers the Commission to review past recommendations following a petition by an aggrieved officer.

During the year under review, the Commission considered three petitions under this Regulation.

In one case, the Commission gave remedy, insofar as the right for review was concerned. However, after deliberation, the Commission confirmed its original recommendation for dismissal.

In the other two cases, the Commission found no prima facie case of gross disregard of the disciplinary regulations or a serious miscarriage of justice resulting in a violation of natural justice or fundamental rights.

Absence without leave

Regulation 32 of the Public Service Commission Disciplinary Regulations, 2017, stipulates that a public officer who absents himself without leave for ten consecutive working days shall be considered as having resigned from the public service with effect from the eleventh working day of unauthorised absence.

During 2020, the Commission considered six appeals which were referred to it under this regulation. The Commission found that the appeals were not justified and therefore confirmed the decision of the Head of Department that the officers concerned be considered as resigned.

The exercise of discipline through delegated authority

The Commission continued to monitor the exercise of discipline by Heads of Department under delegated authority. This was done through reports which Heads of Department were required to submit to the Commission, and which contained information about all disciplinary measures taken by them against public officers in terms of the Disciplinary Regulations.

The table below gives a breakdown of disciplinary action taken by Heads of Department within various ministries between 1 January and 31 December 2020, in accordance with the Public Service Commission Disciplinary Regulations, 2017, which totalled 101 charges. Another 50 charges were pending from previous years. The total number of public officers who had active disciplinary procedures against them during 2020 was 151.

Ministry	No. of Minor Disciplinary Charges	No. of Serious Disciplinary Charges	No. of Serious Charges leading to Dismissal
MAFA	0	1	0
MECP	0	6	0
MESDC	16	9	0
MFCS	6	7	2
MFED	0	1	8
MFH	5	14	6
MHSE	14	8	4
MJEG	0	0	2
MTCP	8	11	15
MTIP	6	1	0
OPM	0	0	1
Total	55 (out of which 36 were issued in 2020)	58 (out of which 39 were issued in 2020)	38 (out of which 26 were issued in 2020)

Table 3: Disciplinary Action taken by Heads of Department

The following diagrams (7, 8 and 9) analyse the outcome of the aforementioned disciplinary charges issued by Heads of Department.

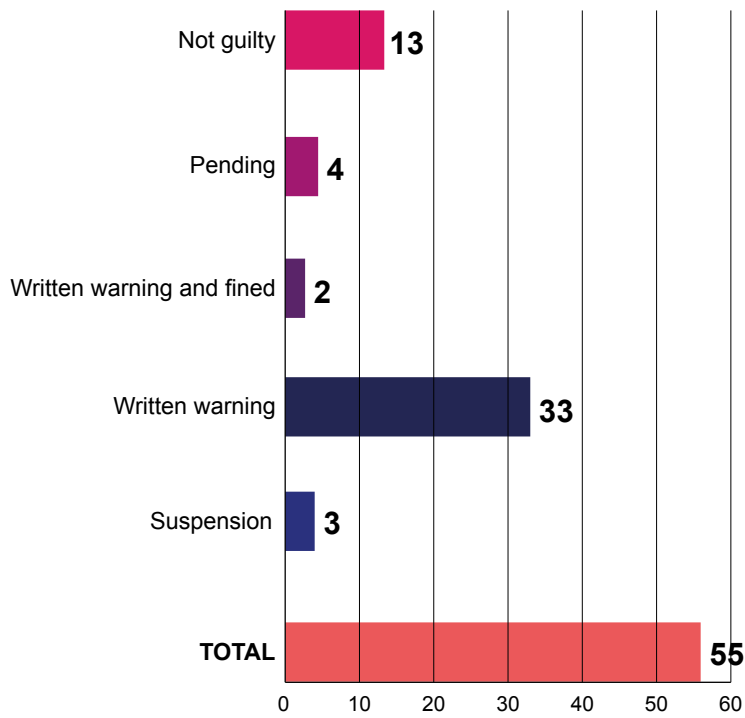
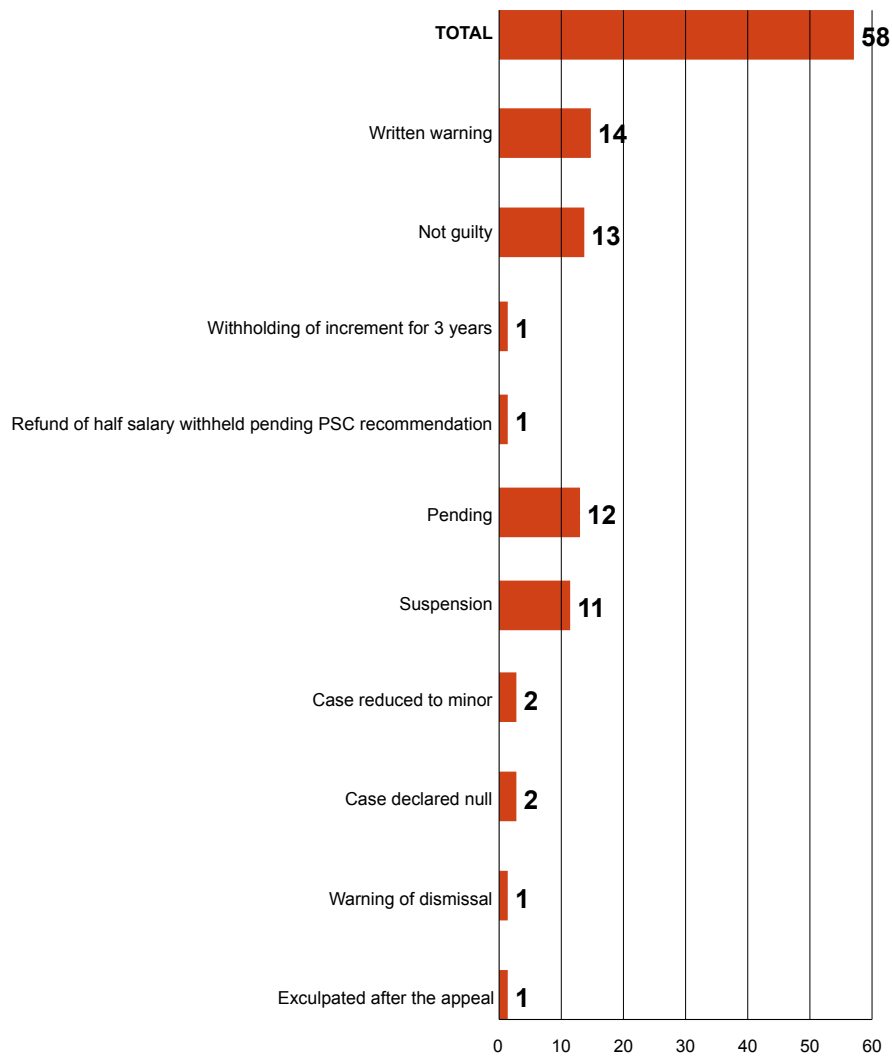


Diagram 7: Disciplinary Action by Heads of Department in 2020 (Outcome on Minor Disciplinary Cases)

- Not guilty
- Pending
- Written warning and fined
- Written warning
- Suspension
- Total



**Diagram 8: Disciplinary Action by Heads of Department in 2020
(Outcome on Serious Disciplinary Cases)**

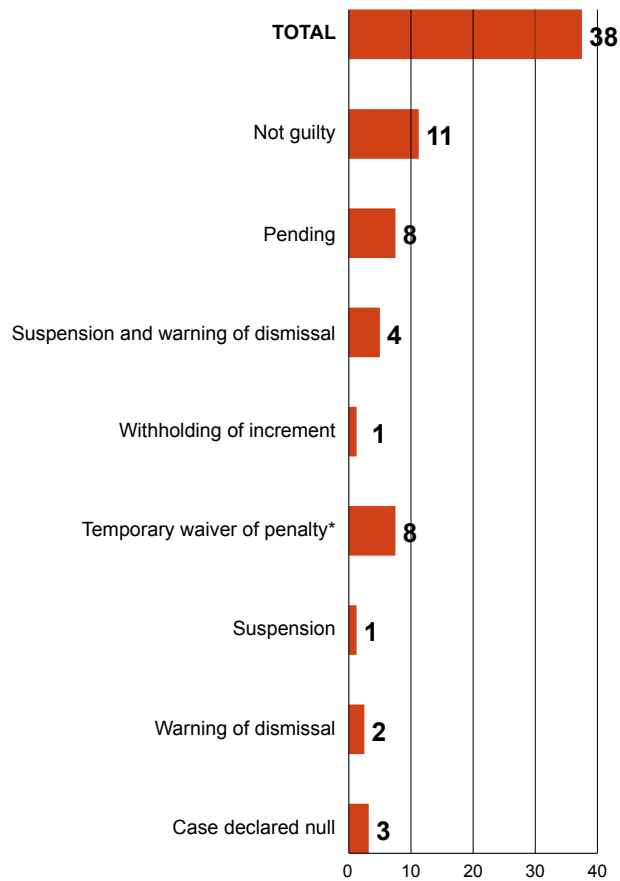


Diagram 9: Disciplinary Action by Heads of Department in 2020 (Outcome on Serious Disciplinary Cases Leading to Dismissal)

Note

* PSC considered the special circumstances of these cases and agreed that the penalty of dismissal was to be temporarily waived. The officers concerned were given the possibility to reform themselves and follow relevant support from ESP. The Head of Department was to provide the Commission with periodical reports about the progress of these officers.

V. Selected Issues and Rulings by the Commission

A. Policy Matters and issues relating to recruitment and appointments

Selection procedure for the position of Commissioner of Police

Undoubtedly, one of the most important events during 2020 was the task assigned to the Commission to embark on a competitive process intended to appoint the Commissioner of Police.

On 7 April 2020, Act No. XIX of 2020 amending the Police Act was published in the Government Gazette. Earlier in the year a Bill had been published “to establish a transparent and competitive process of appointment for the office of the Commissioner of Police”. The Act amended article 6 of the Police Act, providing that when a vacancy occurs in the office of Commissioner, the Public Service Commission shall issue a public call for applications, subject to the necessary qualifications and experience required for a person to be eligible for appointment to the office of Commissioner. After assessing the candidates, the Public Service Commission was required to draw up a short-list indicating the two most suitable candidates for the position and to refer it to the Cabinet.

Concurrently with the amendment to the Police Act and in order to adhere fully to the recommendation of the Venice Commission, an amendment to article 92(4) of the Constitution also became necessary to allow for a public competition open to all Maltese citizens. Until then, appointment to the post of Commissioner of Police was only made from among senior public officers.

By 11 May 2020 – the closing date of the receipt of applications – the Commission received fourteen (14) applications. One applicant was considered ineligible as he was beyond retirement age. Of the remaining thirteen (13) applicants, eight (8) held a substantive grade in the Public Service while the other five (5) applicants came from outside it.

In accordance with the pre-determined procedures set out in Act XIX of 2020, the thrust of the whole selection process focused on determining the suitability of each candidate with a view to identifying the two (2) candidates who, in the opinion of the Commission, were the most suitable to assume the position of Commissioner of Police.

Following a rigorous assessment process of all the thirteen eligible applicants, the Commission unanimously agreed on the two most suitable persons and, in accordance with the provisions of the Act, notified the Secretary to Cabinet accordingly on 5 June 2020.

Performance agreements for Category A – top management positions appointed through the Senior Appointments Advisory Committee

In May 2020, the Commission considered a proposal submitted by the Administration regarding the performance agreements for Category A top management positions. It was proposed that all current incumbents on a performance agreement for Category A top management positions appointed through the Senior Appointments Advisory Committee, including Assistant Directors who had previously been appointed through ministerial calls, as well as Permanent Secretary positions, were to be extended by one year from a three-year to a four-year term.

Furthermore, all forthcoming calls for applications for headship positions would also be made on a four-year term. It was considered that the change would afford a measure of stability, during which period the strategic tasks mutually agreed upon and featured in performance agreements could be realistically accomplished during one complete four-year term.

Instrument of Delegation of powers respecting the Public Service – Appointments

The Instrument of Delegation dated 11 February 2020 provided that the power to make appointments to assistant directorship positions should no longer be delegated to Permanent Secretaries. The process for the nomination and selection of public officers for assistant directorship positions would be presided by an advisory committee, i.e. the Senior Appointments Advisory Committee in the same manner as that of headship positions. The reports drawn up by the Senior Appointments Advisory Committee would be referred for the Commission's approval, following which the latter would make a recommendation for the appointment to the Prime Minister in terms of article 110 of the Constitution.

In the meantime, during the year under review, the Executive Secretary drafted a set of proposals for further delegation of the selection process, by amending the pertinent provisions of the Manual on Industrial Relations and the Selection and Appointment Process Under Delegated Authority in the Malta Public Service and the Public Service Management Code.

The proposed delegation was intended to free the Commission of relatively operational functions relating to the selection and appointment process, with the result of further expediting the selection process.

The proposed amendments were discussed at length with the People & Standards Division and clearance from the State Advocate was sought with a view to ensuring that the changes were compliant with the law.

Tenure in a higher scale of public officers not in top management positions performing higher duties for a six-year period

In the previous year, the Commission had approved changes to the policy concerning tenure in a higher scale/grade of public officers serving in positions within Ministers'/Parliamentary Secretaries' Secretariats and other designated Offices.

In 2020, the Commission considered and approved a request by the People & Standards Division to further clarify point (iv) of the approved policy, that service in a Private Secretariat position prior to a break of service of not more than a period of one year, is also to be reckonable.

Changes in Ministerial portfolios

The Commission considered requests for guidance from various ministries in relation to recruitment processes which were in progress.

In view of the changes in Ministerial portfolios during 2020, it resulted that selection processes which previously fell within the remit of one ministry now fell under the responsibility of another ministry. Selection Boards requested guidance as to whether these selection processes should be halted and be referred to the pertaining ministry, or otherwise.

The Commission considered that the issuing ministry should consult the other ministry to allow the latter to identify whether the vacancies intended to be addressed by the calls were still deemed necessary. If in the affirmative, the Selection Boards were to continue with the selection process and, on conclusion, present the respective reports to the pertaining ministry.

Provisions in the Manual on Resourcing Policies and Procedures and in the Manual on Industrial Relations and the Selection and Appointment Process under Delegated Authority in the Malta Public Service

- *Successful candidates to renounce to applications in process within the Public Service which are still pending at the time of appointment*

In 2019 the Commission had approved the insertion of the following clause in all calls for applications for grades within the Managerial Stream:

'On being appointed, a successful candidate would be requested to renounce to applications currently in process within the Public Service which is/are pending at the time of this appointment, without prejudice to Senior Appointments Advisory Committee calls.'

In November 2020, the Commission considered a recommendation by the People & Standards Division, stating that in order to maintain a degree of stability in all grades/positions across the Public Service, the provision to renounce to any other pending applications upon appointment was to be extended across-the-board.

The Commission agreed in principle that as from 4 December 2020, all calls for applications issued were to include the following clause:

'Accepting appointment in this grade/position signifies that any pending applications within the Public Service are automatically considered renounced, unless the latter are applications for Senior Appointments Advisory Committee positions or applications for a definite position when the officer concerned holds an indefinite appointment.'

Moreover, the above clause was to be included also in the 'Letter to Selected Candidate.'

Through this clause three categories of appointees were affected:

1. Appointees through calls for applications which include the above-mentioned requirement;
2. Appointees through calls for applications which did not include the requirement, but who were still awaiting appointment. The proposal in such cases was that appointees were to be informed that they had to renounce to any other pending applications prior to being given the new appointment. This was to come into effect on the date that the requirement to renounce was formally announced through a service-wide circular;
3. Appointees who received their appointment prior to the date when the requirement to renounce was announced, and who had other pending applications. Such appointees were to be considered as automatically having renounced to any other pending applications for grades/positions which were at the same level (lateral) but would still be entitled to appointments resulting from pending applications for grades/positions at a higher level.

The Commission endorsed that the requirement to renounce to any other pending applications upon appointment be extended and made applicable for all calls for applications. The Commission concurred that a circular be issued by way of clarification of the new clause and its applicability. It also concurred that the Manual on Industrial and Appointment Process under Delegated Authority and the Manual on Resourcing Policies and Procedures would be amended to make reference to the new clause.

- *Persons involved in political/trade union activities precluded from being appointed on Selection Boards*

Section 2.2., paragraph 3 of the Manual on Industrial Relations and the Selection and Appointment Process under Delegated Authority in the Malta Public Service precluded the appointment on Selection Boards of persons involved in political/trade union activities. However, authorities were not always in a position to know beforehand whether the persons nominated satisfied the quoted requirements, especially in the case of persons from the Standing Selection Panel, since these would no longer be serving in the ministry in question.

To address this lacuna, the People & Standards Division recommended that a declaration 'Declaration – Political/Trade Union Activities (PSC Form 8)' should be included in the list of documents to be submitted with the Selection Board Report.

The Commission concurred with the inclusion of the Declaration form – Political/Trade Union Activities (PSC Form 8), as proposed by the People & Standards Division, in the list of documents to be submitted with the Report of the Selection Board.

- *Para 2.2.4 of the Manual on Resourcing Policies and Procedures*

The Commission approved an amendment to paragraph 2.2.4 of the Manual on Resourcing Policies and Procedures by way of the inclusion of sub-para (ii), stating that officers holding a position of a definite nature (i.e. with objective reason), who are in the last four (4) months of their definite term, may apply laterally, even if the advertised position carries the same specialisation that they currently hold.

The provisions of this section are subject to the overriding requirement that, to be eligible to apply for a lateral/higher grade/position, an officer must be confirmed in his/her current appointment.

The rationale behind the inclusion of sub-para (ii) was to allow officers who were in the final months of their definite appointment to apply for lateral positions without restriction, to afford them the opportunity of having a fresh appointment, if successful and selected, once their current definite appointment expired. The provision was to feature in calls for applications for positions of a definite nature.

- *Clause 1.13.10 of the Manual on Resourcing Policies and Procedures*

Extension of service of persons in the medical/nursing grades beyond the age of 65, who had no gap in service, whether these were originally recruited through a direct recommendation through the Public Service Commission or through a call for applications, did not require the Commission's approval as their original appointment had been authorised by the Commission. However, all engagements/renewals of contracts of medical/nursing staff beyond the age of 65 were sent for the consideration and approval of the Commission.

In April 2020, following a proposal by the People & Standards Division, the Commission concurred that, if an officer had been originally recruited with the Public Service Commission's approval, even if following a direct recommendation and not through a call, no approval from the Commission should be necessary for the officers' extension of service once they reach retirement age, and after reaching 65 years of age.

COVID-19 Pandemic

On 17 March 2020, the People & Standards Division, OPM, in line with the measures that were being taken to contain the transmission of COVID-19, released a letter-circular to Heads of Department, informing them that the issue of calls for applications was suspended up to the end of April 2020.

This direction did not apply in case of calls for urgent applications/selection processes with regard to the clinical/medical/nursing resources as these were crucial. Virtual interviews were recommended in such cases.

Applicants for calls which were still open and those which had closed and had pending interviews, were to be informed that selection processes were on hold and that they would be contacted once the processes resumed.

Publication of Results

As a temporary measure amidst the COVID-19 pandemic, after a request by the Ministry for Health, the Commission ruled that a Selection Board could submit its report to be signed electronically amongst its members and subsequently to be endorsed by the Permanent Secretary.

B. Issues relating to disciplinary procedure

Instrument of delegation of powers respecting the Public Service

On 11 February 2020, the Prime Minister signed the Commission's recommendation to revoke its recommendation no. 471 of 17 December 2014, and to replace it with a revised Instrument of Delegation, reflecting a change in the schedule attached to it. The Instrument of Delegation was issued on 28 February 2020.

The Instrument authorised that the power to exercise disciplinary control over public officers, in accordance with the provisions of the Public Service Commission Disciplinary Regulations (S.L. Const. 03), should be exercisable without reference to the Commission by the public officers and other authorities listed in the Schedule attached to this Instrument. (Instrument and Schedule can be accessed through the PSC website).

Later, during the year under review, in view of the setting up of new government entities and changes to the nomenclature of some Heads of government organisations, the schedule attached to the Instrument of Delegation required that an exercise be carried out to revise the schedule once again.

Suspension and lifting of suspension of disciplinary proceedings in terms of Legal Notices 61 and 84

On 25 March 2020, the Executive Secretary issued a notice, on the advice of the State Advocate and following the approval of the Commission, stating that, in line with direction given by the health authorities regarding COVID-19 preventive measures which included social distancing, all pending disciplinary proceedings were suspended, and all timeframes stated in the Public Service Commission Disciplinary Regulations were also suspended until the Commission directed otherwise.

On 21 May 2020, the Commission took into account the easing of restrictions by the health authorities and of the fact that any unnecessary delays in the conclusion of disciplinary proceedings were generally detrimental to the officer charged. In the circumstances, on 4 June 2020, Executive Secretary Public Service Commission issued another notice, informing Permanent Secretaries and Heads of Department that the Commission had agreed to lift the suspension imposed on disciplinary proceedings. The applicable timeframes were resumed with effect from the date of the notice.

Reporting of disciplinary cases: New digital system

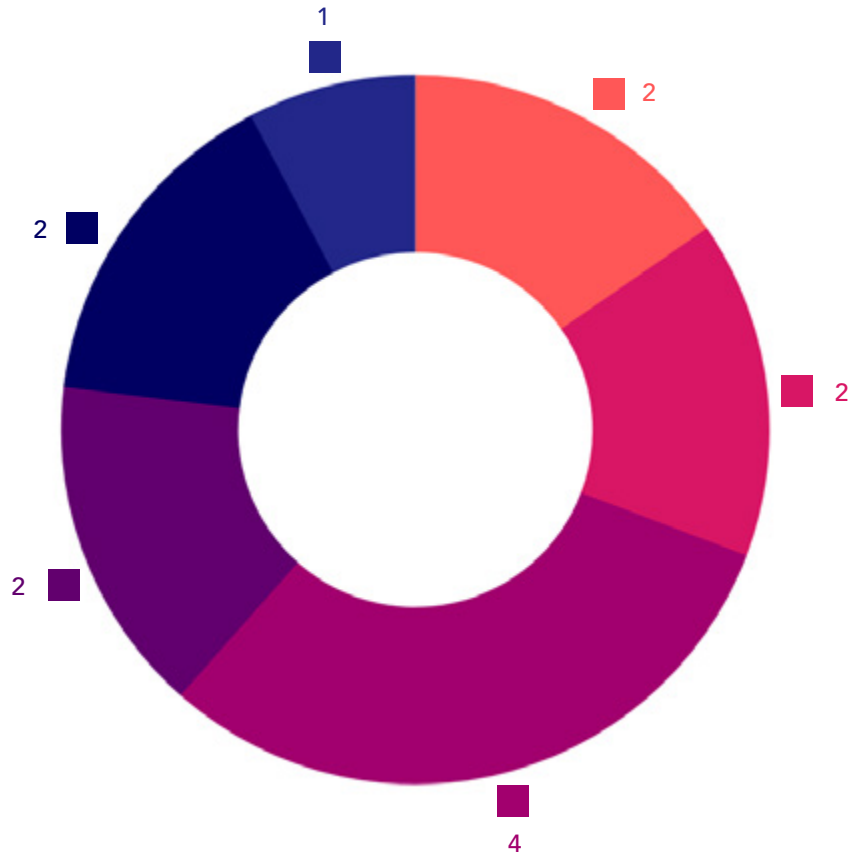
In November 2020, the Commission considered a request for approval from the People & Standards Division, relating to regulation 38 of the Public Service Commission Disciplinary Regulations, wherein line ministries were requested to report on disciplinary and criminal cases of public officers under their remit by filling in the appropriate return forms available on the People & Standards Division website. The Commission concurred with the request put forward by the People & Standards Division and their proposal to issue a letter-circular in view of the imminent launch of the digitalised system for the reporting of data on disciplinary and criminal cases.

Appendices

Appendix 1

Office of the Public Service Commission

(i) Staff complement

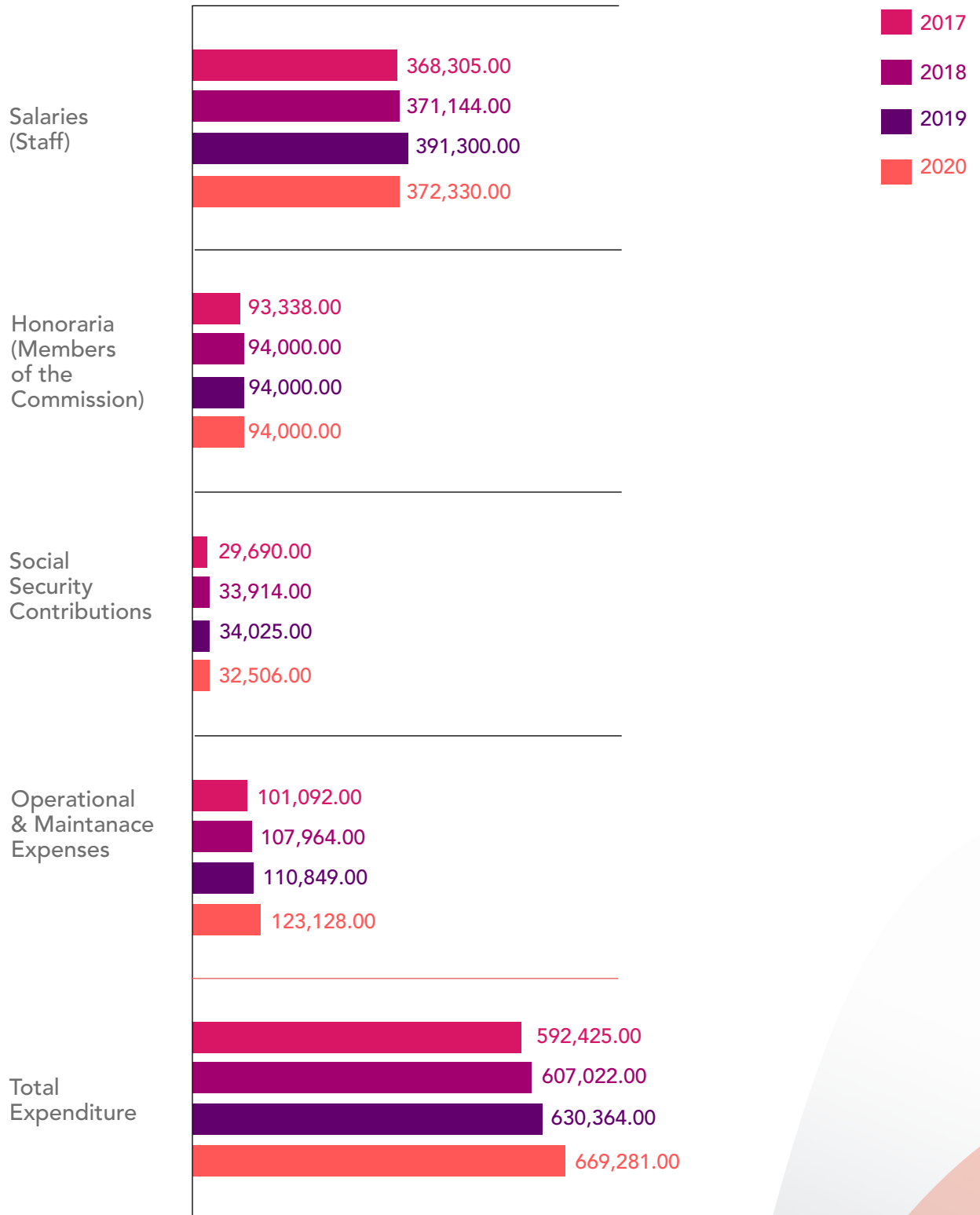


Appendix 1

- Senior Management - Executive Secretary and one Assistant Director
- Compliance Unit - Four Compliance Officers and one Manager II
- Administrative Staff - One Principal and one Assistant Principal
- Executive Staff - Two Executive Officers
- Clerical Staff - One Clerk
- Messengerial Staff - Two Messengers

(ii) Commission's expenditure

Expenditure 2017-2020



Appendix 2

Representations addressed by the Public Service Commission in 2020

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No of Representations upheld
MAFA	Agricultural Officer - Degree/ Diploma	20	1	1	0
MAFA	Assistant Manager (Fisheries)	19	2	2	0
MAFA	Junior Legal Officer	11	1	1	0
MAFA	Manager I (Human Resources)	28	4	4	0
MAFA	Manager II (Administration - Fisheries)	13	3	3	0
MAFA	Manager II (Animal Welfare)	6	1	1	0
MAFA	Manager II (Human Resources)	11	1	1	0
MAFA	Programme Manager	13	2	2	0
MAFA	Project Officer	20	1	1	0
MAFA	Senior Manager (Accounting & Finance)	2	1	1	0
MAFA	Senior Manager (Paying Agency)	19	3	3	0
MAFA	Senior Programme Manager	9	1	1	0
MAFA	Assistant Vet Support Officer/ Vet Support Officer	10	1	1	0
MECP	Assistant Manager (Human Resources)	32	2	2	0
MECP	Assistant Manager (Procurement)	15	1	1	0
MECP	Assistant Manager (Procurement)	17	1	0	1
Remarks	Area of qualification satisfied eligibility criteria				

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
MECP	Assistant Technical Officer (Site Co-Ordination)	9	1	1	0
MECP	Economics Officer	22	1	0	1
Remarks Applicant deemed eligible after submitting accreditation statement					
MECP	EU Project Officer	33	1	1	0
MECP	Farmer	12	1	1	0
MECP	Gardener	12	1	1	0
MECP	Security Officer	46	3	3	0
MECP	Tradesman/ Senior Tradesman (Electrician)	2	1	0	1
Remarks Applicant presented required document within 2 working days from notification					
MECP	Warden (Environment)	21	2	2	0
MEDE	Assistant Head of School (Primary) - to serve in Malta	141	5	4	1
Remarks One applicant deemed eligible after submitting correct curriculum vitae					
MEDE	Assistant Head of School (Secondary) - to serve in Malta	114	1	1	0
MEDE	Assistant Head of School (Serving in Resource Centres)	28	1	1	0

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
MEDE	Education Officer (Inclusive and Special Education)	5	1	1	0
MEDE	Education Officer (Service Provision/ Early Years)	12	2	2	0
MEDE	Head of Dept (Inclusion)	19	4	4	0
MEDE	Head of Dept (Inclusion)	20	5	4	1
Remarks	One applicant deemed eligible - applicant was in possession of necessary credits				
MEDE	Head of School (Serving in Resource Centres)	5	2	2	0
MEDE	Head of School (Serving in Resource Centres)	6	1	1	0
MEDE	Kindergarten Educators	212	43	43	0
Remarks	One applicant deemed eligible after submitting the required qualification certificate				
MEDE	Kindergarten Educators	210	22	21	1
Remarks	One applicant provided evidence that he/she was in possession of the required qualification				
MEDE	Learning Support Educator	234	1	1	0
MEDE	Learning Support Educator	210	2	2	0
MEDE	Learning Support Educator	151	2	1	1
Remarks	Applicant deemed eligible - applicant submitted evidence of holding the required qualifications				
MEDE	Learning Support Educator	167	2	2	0
MEDE	Manager I (Procurement)	11	1	0	1

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
Remarks Applicant deemed eligible - qualification held was higher than the requirement					
MEDE	Manager I (Transport & Logistics)	4	1	1	0
MEDE	Manager II (Compliance)	7	2	2	0
MEDE	Manager II (Project Management)	8	1	1	0
MEDE	Part-time Adult Educator - Other (Online Education)	2	2	2	0
MEDE	Part-time Education Coordinator - VPA - Malta School of Art	18	7	6	1
Remarks One applicant deemed eligible - applicant satisfied the Experience criterion					
MEDE	Part-Time Educator (Dance - Ballet)	2	1	1	0
MEDE	Part-time Educator (Visual and Performing Arts) (Music)	2	1	1	0
MEDE	Post Assistant Manager (Compliance)	2	1	1	0
MEDE	Principal Education Support Practitioner (Inclusion Specialist)	12	2	2	0
MEDE	Psychology Assistant	51	1	1	0
MEDE	Psychology Assistant	17	1	1	0
MEDE	Psychology Practitioner	7	2	2	0

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
MEDE	Senior Manager (Compliance)	5	1	1	0
MEDE	Senior Manager (Education Resources)	5	1	1	0
MEDE	Senior Manager (International Affairs)	6	1	1	0
MEDE	Senior Manager (Project Management)	18	3	2	1
Remarks	One applicant deemed eligible - applicant was in possession of the required qualification				
MEDE	Senior Manager (Project Management)	6	1	1	0
MEDE	Senior Manager (Project Management)	4	2	2	0
MEDE	Senior Manager (Transport and Logistics)	5	1	0	1
Remarks	Applicant deemed eligible after submitting transcript to satisfy qualification requirement				
MEDE	Senior Systems Administrator	7	1	1	0
MEDE	Social Worker	18	1	1	0
MEDE	Supply Learning Support Educator	27	1	1	0
MEDE	Supply Learning Support Educator	28	1	1	0
MEDE	Supply Learning Support Educator	17	2	1	1
Remarks	One applicant had been erroneously marked as ineligible by the Selection Board				
MEDE	Supply Learning Support Educator	25	1	1	0
MEDE	Supply Teacher – (ALP) Secondary Education (Art & Design)	1	1	1	0

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
MEDE	Supply Teacher 2019/2020 (Systems of Knowledge)	1	1	1	0
MEDE	Supply Teacher (Arabic) - 2019/2020	2	1	1	0
MEDE	Supply Teacher (Business Studies)	3	1	1	0
MEDE	Supply Teacher (Hair Dressing)	2	1	1	0
MEDE	Supply Teacher (Hairdressing & Beauty)	16	1	1	0
MEDE	Supply Teacher (Music)	3	1	1	0
MEDE	Supply Teacher (Physical Education) - 2019/2020	4	1	1	0
MEDE	Supply Teacher (Physical Education) - 2020/2021	3	1	1	0
MEDE	Supply Teacher (Primary - General)	3	1	1	0
MEDE	Supply Teacher (Primary - General)	8	2	1	1
Remarks	One applicant provided necessary qualifications to be deemed eligible				
MEDE	Supply Teacher (Primary Education - General)	11	5	5	0
MEDE	Supply Teacher 2019/2020 (Primary - General)	7	1	1	0
MEDE	Supply Teacher 2020/2021 - Customer Care and Sales - Secondary/Post-Secondary	2	1	1	0
MEDE	Supply Teacher 2020/2021 - Geography	2	1	1	0

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
MEDE	Supply Teacher 2020/2021 - Maltese - Secondary/Post- Secondary	3	1	1	0
MEDE	Teacher - 2019/2020 - (Special Education - Integrated Science)	2	1	0	1
Remarks	Applicant was deemed eligible as call did not require teaching qualification but a teacher's warrant, which the applicant possessed				
MEDE	Teacher - 2019/2020 - Dance	1	1	1	0
MEDE	Teacher - 2020/2021 - (Special Education - Integrated Science)	2	1	1	0
MEDE	Teacher - 2020/2021 - Primary Education (General)	2	1	1	0
MEDE	Teacher - Retail - Secondary Education	3	1	1	0
MEDE	Teacher (Biology)	6	1	1	0
MEDE	Teacher (Chemistry)	2	1	1	0
MEDE	Teacher (ECEC)	8	3	3	0
MEDE	Teacher (ECEC)	14	5	5	0
MEDE	Teacher (ECEC)	7	1	1	0
MEDE	Teacher (ECEC) - 2019/2020	7	2	1	1
Remarks	One applicant deemed eligible - applicant was in possession of a Bachelor of Education degree				
MEDE	Teacher (European Studies)	1	1	1	0

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
MEDE	Teacher (History)	5	1	1	0
MEDE	Teacher (Music)	1	1	1	0
MEDE	Teacher (PSCD)	3	1	0	1
Remarks	Applicant deemed eligible after submitting document to satisfy Qualifications criterion				
MEDE	Teacher (PSCD)	5	2	1	1
Remarks	One applicant deemed eligible - call allowed final year applicants to be eligible on the proviso that they obtain the qualification by November 2020				
MEDE	Teacher (Secondary Education - Integrated Science)	7	1	1	0
MEDE	Teacher (Special Education - General)	2	1	1	0
MEDE	Teacher (Systems of Knowledge)	1	1	1	0
MEDE	Teacher 2020/2021 - Agribusiness and Gardening - Secondary/Post-Secondary	1	1	0	1
Remarks	Applicant deemed eligible - applicant held the required ECTS credits				
MEDE	Teacher 2020/2021 - Music - Secondary/Post-Secondary	9	3	3	0
MEDE	Teacher Primary Education (Migrant Induction Programme)	13	5	1	4
Remarks	Four applicants submitted evidence that they held the required qualifications				
MEDE	Teacher Secondary/Post-Secondary (Art)	2	1	1	0
MEDE	Teacher (ECEC)	7	2	2	0

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
MEDE	Teacher Secondary/ Post-Secondary (English)	5	1	1	0
MEDE	Technician/Senior Technician (Design & Technology)	18	3	3	0
MEDE	Technician/ Senior Technician (IT - Information Technology)	10	2	2	0
MEDE	Assistant Manager (Human Resources)	41	5	4	1
Remarks	One applicant satisfied the qualification requirement after submitting transcript				
MEDE	Project Officer for the Project LLAPSI+	18	3	3	0
MEDE	Supply Teacher (Personal & Beauty Care)	4	1	0	1
Remarks	Applicant via MCAST submitted evidence that he/she satisfied the qualifications requirement				
MEDE	Technician/Senior Technician (IT)	11	1	1	0
MESDC	Farmer	71	4	4	0
MESDC	Manager II (Communications)	10	1	1	0
MESDC	Project Admin - Establishment of National Gene Bank	4	1	1	0
MEW	Assistant Manager (Human Resources)	24	2	2	0
MEW	Assistant Manager (Human Resources)	21	1	1	0
MEW	Scientific Officer (Oil Exploration)	5	1	1	0
MFCS	Allied Health Professional (Radiographer)	5	1	1	0

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
MFCS	Assistant Manager (Accounting and finance)	4	1	0	1
Remarks	Applicant submitted an MQF level 6 certification with the required study units				
MFCS	Assistant Manager (Procurement)	21	1	1	0
MFCS	Customer Care Officer	22	1	1	0
MFCS	Expression of interest to be assigned duties of Link Nurse		1	1	0
MFCS	General Practitioner - Full-time/Part-time Basis	3	1	0	1
Remarks	Applicant erroneously applied for the wrong call - the Commission accepted the applicant's justification; applicant was allowed to apply for the intended vacancy				
MFCS	General Professional Trainee (Dentistry)	4	1	0	1
Remarks	Applicant deemed eligible after submitting the certificate of registration				
MFCS	Manager II (Active Ageing Events)	21	2	1	1
Remarks	One applicant deemed eligible as GP 47 was submitted within required time frame				
MFCS	Manager II (Procurement)	14	1	0	1
Remarks	Applicant was in possession of the required qualification				
MFCS	Practice Nurse (Dementia Care)	13	1	1	0
MFCS	Practice Nurse (Tissue Viability)	11	1	1	0
MFCS	Senior Manager (Community Services)	13	2	2	0

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
MFCS	Senior Manager (Disability Services)	17	2	2	0
MFCS	Senior Manager (Research)	21	1	1	0
MFCS	Senior Manager (Research)	15	1	1	0
MFCS	Senior Practice Nurse	5	2	2	0
MFCS	Technical Officer (Maintenance)	9	1	1	0
MFCS	Tradesman/ Senior Tradesman (Plasterer & Painter)	12	2	2	0
MFEA	Technical Attaché	69	8	8	0
MFH	Allied Assistant	22	1	1	0
MFH	Allied Health Practitioner (Medical Lab/ Tech/Science)	17	3	3	0
MFH	Allied Health Practitioner (Occupational Therapy)	9	2	2	0
MFH	Allied Health Practitioner (Physiotherapy)	13	4	4	0
MFH	Allied Health Practitioner (Radiography)	20	1	1	0
MFH	Allied Health Practitioner (Speech & Language)	11	4	4	0
MFH	Allied Health Professional (Medical Lab Science)	20	1	1	0
MFH	Allied Health Professional (Medical Lab Science)	20	1	1	0

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
MFH	Allied Health Professional (Radiography)	20	1	1	0
MFH	Allied Health Professional (Radiography)	20	1	0	1
Remarks	The Commission agreed to accept applicant's request to submit a late application in view of the circumstances of the case				
MFH	Assistant Manager (Human Resources)	29	2	2	0
MFH	Assistant Manager (Human Resources)	29	3	3	0
MFH	Assistant Manager (Human Resources)	38	2	1	1
Remarks	One applicant deemed eligible after submitting documentation to support the qualification held				
MFH	Assistant Manager (People Management)	10	1	1	0
MFH	Basic Specialist Trainee (Haematology)	6	1	1	0
MFH	Basic Specialist Trainee (Histopathology)	3	1	1	0
MFH	CAF - Staff Nurses/Midwives to Senior Staff Nurse/Midwife	315	3	1	2
Remarks	Two applicants deemed eligible - an amended GP 47 demonstrated that applicants satisfied the years of experience criterion				
MFH	Call for Serving Deputy Charge Midwife to Charge Midwife	5	1	0	1
Remarks	Applicant erroneously applied for the wrong call - the Commission accepted the applicant's justification; applicant was allowed to apply for the intended vacancy				
MFH	Director (Legal Services)	1	1	1	0
MFH	Higher Specialist Trainee (Baromedicine)	1	1	1	0

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
MFH	Higher Specialist Trainee (Psychiatry)	3	1	0	1
Remarks	Applicant erroneously applied for the wrong call - the Commission accepted the applicant's justification; applicant was allowed to apply for the intended vacancy				
MFH	House Officer (Foundation Doctor)	221	4	4	0
MFH	Manager (Security Services)	14	1	1	0
MFH	Manager II (Research)	6	1	0	1
Remarks	Applicant deemed eligible - applicant had satisfied the eligibility criteria				
MFH	Midwife on Full-time/Part-time Basis	21	1	1	0
MFH	Phlebotomist/Phlebotomy Technician	33	1	1	0
MFH	Practice Nurse (Practice Development)	16	1	1	0
MFH	Principal General Practitioner	17	1	1	0
MFH	Principal Pharmacist	30	2	2	0
MFH	Principal Pharmacist	30	1	1	0
MFH	Professional Practice Pharmacist	30	1	1	0
MFH	Project Admin - "Non Technical Skills" - ESF 02.052 - MFH	9	1	1	0
MFH	Promotion - Serving Deputy Charge Midwife to the grade of Charge Midwife	6	1	0	1
Remarks	The Commission considered favourably a late application - applicant deemed eligible				

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
MFH	Promotion - Serving Deputy Charge Nurses to the grade of Charge Nurse	67	1	0	1
Remarks The Commission considered favourably a late application - applicant deemed eligible					
MFH	Promotion of General Practitioner to Senior General Practitioner	2	1	1	0
MFH	Promotion of General Practitioner trainee to a General Practitioner	11	1	0	1
Remarks The Commission considered favourably a late application - applicant deemed eligible					
MFH	Psychology Practitioner	8	2	2	0
MFH	Security Officer	88	3	3	0
MFH	Senior Manager (Compliance)	4	1	1	0
MFH	Senior Nursing Manager	6	1	1	0
MFH	Senior Practice Midwife	3	1	1	0
MFH	Senior Practice Nurse	19	1	1	0
MFH	Senior Practice Nurse	13	1	0	1
Remarks Applicant erroneously applied for the wrong call and the Commission allowed applicant to apply for the intended vacancy					
MFH	Senior Principal Pharmacist	11	1	1	0
MFH	Senior Social Worker	5	1	1	0

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
MFH	Staff Nurse	280	1	1	0
MFH	Staff Nurse (Apr 2020 - Call: 290 March 2020)	445	5	5	0
MFH	Allied Assistant	20	1	1	0
MFH	Emergency Ambulance Responder	6	1	1	0
MFIN	Accountant I, Commissioner for Revenue	9	1	0	1
Remarks	Applicant was deemed eligible after submitting the Warrant				
MFIN	Accountant II	7	1	0	1
Remarks	Applicant was deemed eligible after submitting the Warrant				
MFIN	Systems Administrator	11	1	1	0
MFTP	Junior Legal Officer	7	1	1	0
MGOZ	Bookbinder	6	1	1	0
MGOZ	Foreman (Agriculture)	16	1	1	0
MGOZ	Gardener	34	1	1	0
MGOZ	Manager II (Compliance) - Wild Birds Regulation Unit	8	1	1	0
MGOZ	Manager II (Project Management)	13	4	4	0
MGOZ	Principal Technical Officer	9	1	0	1
Remarks	Applicant provided sufficient information on ECTS for courses undertaken and the Commission ruled that applicant satisfied the Qualifications criterion				

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
MGOZ	Scientific Officer	14	1	1	0
MHSE	1st Line Border Control Officer	42	3	3	0
MHSE	Case Worker	21	1	1	0
MHSE	Detention Service Officer	206	6	5	1
Remarks	One applicant deemed eligible - applicant submitted evidence that qualification was not obtained due to the COVID-19 pandemic				
MHSE	Manager II (Financial Analysis)	7	1	1	0
MHSE	Officer II (Crime Analysis)	24	1	1	0
MHSE	Police Constable	280	1	0	1
Remarks	Applicant deemed eligible - submitted evidence of the required qualification				
MHSE	Police Constable	108	1	0	1
Remarks	Applicant deemed eligible - applicant was never informed by the Selection Board of the ineligibility reasons				
MHSE	Police Inspector	123	7	7	0
MHSE	Senior Legal Officer	3	1	1	0
MHSE	Senior Manager (International Affairs)	11	2	1	1
Remarks	One applicant deemed eligible - an amended GP 47 demonstrated that applicants satisfied the years of experience criterion				
MHSE	Senior Manager (Procurement)	2	1	1	0
MHSE	Station Officer - CPD	29	1	1	0

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
MHSE	Trainee Probation Officer	13	1	1	0
MJEG	Assistant Manager (Human Resources)	34	1	1	0
MJEG	Assistant Manager (Human Rights)	42	1	1	0
MJEG	Assistant Manager (Human Resources)	19	1	1	0
MJEG	Integration Officer in the Human Rights Directorate	30	1	1	0
MJEG	Manager II (Accounting & Finance), in the DCS	4	1	1	0
MJEG	Senior Manager (Project Management)	13	2	2	0
MJEG	Senior Manager (Research)	7	1	1	0
MJEG	Senior Manager (Research)	10	1	1	0
MJEG	Senior Systems Administrator	10	1	1	0
MTCP	Public Cleansing Foreman	17	1	1	0
MTCP	Recruitment of Labourers	155	2	2	0
MTCP	Senior Manager (Project Management)	11	1	1	0
MTIP	Assistant Manager (People Management)	5	1	1	0
MTIP	Assistant Technical Officer (Land Surveying)	6	1	1	0
MTIP	Graduate Engineer (Mechanical)	9	1	1	0
MTIP	ICT & Business Analyst	6	2	2	0

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
MTIP	Manager I (Procurement)	10	1	1	0
MTIP	Manager II (Human Resources)	16	1	1	0
MTIP	Manager II (Project Management)	8	1	1	0
MTIP	Operations Manager (Projects)	6	2	2	0
MTIP	Principal Technical Officer	7	2	2	0
MTIP	Principal Technical Officer (Carpentry)	4	2	1	1
Remarks	One applicant deemed eligible - applicant submitted evidence that the application was submitted before the closing time of the call				
MTIP	Quantity Surveyor	3	1	1	0
MTIP	Security Guard	25	1	1	0
MTIP	Senior Manager (Project Management)	4	1	1	0
MTIP	Senior Technical Officer	2	1	1	0
MTIP	Senior Technical Officer (Electrical)	6	1	1	0
MTIP	Technical Officer (Electrical)	5	1	0	1
Remarks	The Commission considered favourably applicant's representations due to a genuine mistake				
MTIP	Tradesman (Mason)	5	1	1	0
MTIP	Tradesman (Plasterer & Painter)	9	2	2	0
MTIP	Tradesman (Tile Layer)	2	1	1	0

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
OPM	Assistant Director in the Programme Implementation Directorate - MFH	2	1	1	0
OPM	EU Fund Officer	14	1	1	0
OPM	Head (Logistics and Transport) in the OPM	1	1	1	0
OPM	IAID Executive (Compliance and Risk)	17	1	1	0
OPM	IAID Executive (Compliance and Risk)	13	1	1	0
OPM	IAID Senior Auditor	11	1	1	0
OPM	Manager II (Project Management)	9	1	1	0
OPM	Officer I (Compliance - Employment Law)	22	1	1	0
OPM	Qualifying Examinations for the Posts of Security Guard	52	8	8	0
OPM	Senior Manager (Transport and Logistics)	8	1	1	0
OPM	Systems Administrator (Office of the CIO)	16	1	1	0
OPM	Trainee Manager I / Manager I (Accounting & Finance)	12	2	1	1
Remarks	One applicant deemed eligible on the proviso that applicant passed final exam in September 2020				
MPS	Manager II (People Management)	13	1	1	0
MPS	Senior Manager (People Management)	17	1	1	0
MPS	Assistant Director - MHAL	6	1	1	0

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
MPS	Assistant Director (Global Issues Directorate) - MFEA	3	1	1	0
MPS	Director (Education Resources) - MEDE	4	2	2	0
MPS	Director (Business Development) - MECP	2	1	0	1
Remarks	Albeit minor modifications made to the original template of the application, applicant was declared eligible by the Commission				
MPS	Director (Environmental Projects), Ambjent Malta, Ministry for the Environment, Climate Change and Planning - MECP	4	1	0	1
Remarks	Albeit minor modifications made to the original template of the application, applicant was declared eligible by the Commission				
MPS	Call for Serving Deputy Charge Nurse to Charge Nurse - MFH	69	3	1	2
Remarks	One applicant who worked on reduced hours was deemed eligible in terms of the PSMC. Another applicant deemed eligible after submitting evidence of uploading documentation within the stipulated timeframe				
MPS	Staff Nurse - MFH	280	1	1	0
MPS	Staff Nurse - MFH	303	13	4	9
Remarks	Nine applicants had applied late or had problems when applying through the portal. Commission considered their representations and deemed them to be eligible				
MPS	Director General (Operations) - MFIN	2	1	1	0
MPS	Director (Finance and Administration) Customs - MFIN	6	1	1	0
MPS	Director (Operations) Civil protection) - MHSE	2	1	1	0

Ministry	Post/Position applied for	No. of Applicants	No. of Representations Received	No. of Representations not upheld	No. of Representations upheld
MPS	Director General (Parks Malta), Ministry for Tourism and Consumer Protection - MTCP	7	1	0	1
Remarks Albeit minor modifications made to the original template, applicant was deemed eligible					
MPS	Director General (Public Abattoir) - MAFA	5	1	1	0
MPS	Director General (Rural Affairs) - MAFA	3	1	1	0
MPS	ICT Support Assistant	34	5	4	1
Remarks One applicant satisfied the eligibility requirements but had been erroneously declared ineligible by the Selection Board					
MPS	ICT Support Officer	32	9	9	0
MPS	ICT Support Officer	18	1	1	0

Appendix 3

Petitions addressed by the Public Service Commission in 2020

Ministry	Post/Position applied for	No. of Interviewed Candidates	No. of Petitions Received	No. of Petitions not upheld	No. of Petitions upheld
MEDE	Assistant Head of School (Primary)	127	19	18	1
Remarks		One petition was upheld and the Commission ruled that a revised result was to be published.			
MEDE	Assistant Head of School (R Centre)	15	1	1	0
MEDE	Assistant Head of School (Secondary) to serve in Malta	104	20	20	0
MEDE	Education Officer (Service Provision – Digital Literacy)	5	1	1	0
MEDE	Head of Department (Curriculum)	5	3	3	0
MEDE	Head of Department (Inclusion)	3	2		
Remarks		NOT YET FINALISED AS ON 31.12.2020			
MEDE	Head of Department PSCD	11	1	0	1
Remarks		Partially upheld since candidate should have been awarded 3 extra marks under the sub criterion Teaching Experience in Field.			
MEDE	Head of School (Serving in Mainstream) to serve in Malta	8	1	1	0
MEDE	Kindergarten Educators	108	9	9	0
MEDE	Manager I (Compliance)	6	1	1	0
MEDE	Part-Time Education Coordinator for the Mikiel Anton Vassalli College (Visual and Performing Arts), Malta School of Art	4	1	1	0

Ministry	Post/Position applied for	No. of Interviewed Candidates	No. of Petitions Received	No. of Petitions not upheld	No. of Petitions upheld
MEDE	Part-Time Educator for the Mikiel Anton Vassalli College (Visual and Performing Arts) in Malta and/or Gozo - Art History and Critical Theory	3	1	1	0
MEDE	Part-Time Educator for the Mikiel Anton Vassalli College (Visual and Performing Arts) in Malta and/or Gozo - Digital Art	3	1	1	0
MEDE	Part-Time Educator for the Mikiel Anton Vassalli College (Visual and Performing Arts) in Malta and/or Gozo - Sculpture: Modelling & Casting	1	1	1	0
MEDE	Part-Time Educator for the Mikiel Anton Vassalli College (Visual and Performing Arts) in Malta and/or Gozo - Sculpture: Wood & Stone	1	1	1	0
MEDE	Part-Time Educator for the Mikiel Anton Vassalli College (Visual and Performing Arts) in Malta and/or Gozo - Visual Arts: Drawing & Painting	5	1	1	0
MEDE	Psychology Assistant	11	1	1	0
MEDE	Supply Teacher (Accounting)	3	1	1	0

Ministry	Post/Position applied for	No. of Interviewed Candidates	No. of Petitions Received	No. of Petitions not upheld	No. of Petitions upheld
MEDE	Supply Teacher (Maltese)	2	1	0	1
Remarks	The Commission ruled that petitioner was to be awarded marks for qualification. A change from fail to pass. A revised result was to be issued.				
MEDE	Supply Teacher (Primary - General)	3	1	0	1
Remarks	The Commission ruled that petition was to be partially upheld - candidate was to be awarded an additional seven marks for experience and a revised result was to be issued				
MEDE	Supply Teacher (Secondary) Integrated Science	2	1	1	0
MEDE	Supply Teacher 2019/2020	3	1	1	0
MEDE	Supply Teacher 2020/2021	3	1	1	0
MEDE	Supply Teacher 2020/2021 - Secondary Education (Integrated Science)	2	1	1	0
MEDE	Supply Teacher 2020/2021 - Secondary/Post-Secondary Education (Biology)	1	1	1	0
MEDE	Supply Teacher 2020/2021 - Secondary/Post-Secondary Education (Chemistry)	1	1	1	0
MEDE	Supply Teacher 2020/2021 - Secondary/Post-Secondary Education (Physics)	1	1	1	0
MEDE	Supply Teacher (Secondary / Post-Secondary) Biology	2	1	1	0
MEDE	Supply Teacher (Secondary / Post-Secondary) Chemistry	1	1	1	0
MEDE	Supply Teacher (Secondary / Post-Secondary) Physics	1	1	1	0
MEDE	Teacher (Biology)	1	1	1	0

Ministry	Post/Position applied for	No. of Interviewed Candidates	No. of Petitions Received	No. of Petitions not upheld	No. of Petitions upheld
MEDE	Teacher 2020/2021 Secondary Education (Agribusiness)	3	1	1	0
MESDC	Chief Agricultural Officer	2	1	1	0
MFCS	Assistant Manager (Procurement)	2	1	1	0
MFCS	Practice Nurse (Dementia)	9	1		
Remarks	NOT YET FINALISED AS ON 31.12.2020				
MFH	Allied Health Professional (Dental Hygiene)	2	1	1	0
MFH	Basic Specialist Trainee (Emergency Medicine)	69	2	2	0
MFH	Consultant Anaesthetist with Special Interest in Intensive Care Medicine, Department of Anaesthesia, Intensive Care and Pain Management, Mater Dei Hospital	4	1	1	0
MFH	Consultant Emergency Medicine in the Accident & Emergency Dept at MDH	6	3	3	0
Remarks	The Commission ruled that a revised result be issued to reflect a revision of marks in the Qualifications criterion				
MFH	Consultant in Sports and Exercise Medicine in the Department of Orthopaedic Surgery, Trauma and Sports Medicine at Mater Dei Hospital	2	1	1	0

Ministry	Post/Position applied for	No. of Interviewed Candidates	No. of Petitions Received	No. of Petitions not upheld	No. of Petitions upheld
MFH	Foundation Doctor	151	4	4	0
MFH	General Practitioner Trainee	45	5	5	0
MFH	HST (General Surgery)	11	2	1	1
Remarks	The Commission ruled that one petitioner was to be awarded one additional mark and the revised result was to be issued				
MFH	Practice Nurse (Practice Development) in the Accident & Emergency Department at Mater Dei Hospital	5	2	1	1
Remarks	The Commission ruled that one petition was to be partially upheld and candidate was to be awarded three additional marks for experience and a revised result was to be issued				
MFH	Principal Pharmacist	17			
Remarks	NOT YET FINALISED AS ON 31.12.2020				
MFH	Principal Technical Officer (Biomedical Engineering)	10	1	1	0
MFH	Professional Practice Pharmacist	18	5	3	2
Remarks	The Commission ruled that a revised result was to be issued as two petitions were upheld				
MFH	Project Administrator for the Project 'Non-Technical Skills Training for Healthcare Personnel - ESF 02.052'	4	1	1	0
MFH	Project Officer for the Project 'Non-Technical Skills Training for Healthcare Personnel - ESF 02.052'	3	1	1	0
MFH	Senior Allied Health Practitioner (Physiotherapy)	5	1	1	0

Ministry	Post/Position applied for	No. of Interviewed Candidates	No. of Petitions Received	No. of Petitions not upheld	No. of Petitions upheld
MFH	Senior Allied Health Practitioner (Medical Lab Technology)	12	1	1	0
MFH	Staff Nurse in the Malta Public Service	206	1	1	0
MFH	Staff Nurse in the Malta Public Service	365	4	4	0
MHSE	Detention Service Officer	154	1	1	0
MHSE	Leading Assistance and Rescue Officer in the Civil Protection Department (+ Andrea)	67	1		
Remarks	NOT YET FINALISED AS ON 31.12.2020				
MHSE	Officer II (forensic Analysis)	3	1	1	0
MHSE	Officer in Charge Detention Shifts in the Detention Service	33	14		
Remarks	NOT YET FINALISED AS ON 31.12.2020				
MHSE	Trainee Probation Officer	3	1	1	0
MTCP	Recruitment of Labourers	85	1	1	0
MTIP	Senior Architect and Civil Engineer	7	1	0	1
Remarks	Commission ruled that a revised result was to be issued to reflect a restructuring of the Qualifications criterion.				
OPM	Officer II (Career Guidance) in the P&SD	2	1	1	0
MPS	Assistant Director in the Payments Systems Directorate at the Agricultural and Rural Payment Agency - MAFA	5	1	1	0

Ministry	Post/Position applied for	No. of Interviewed Candidates	No. of Petitions Received	No. of Petitions not upheld	No. of Petitions upheld
MPS	Assistant Director in the Policy Development & Programme Implementation Directorate - MAFA	8	1	1	0
MPS	Assistant Director in the Research, Lifelong Learning and Employability Directorate - MEDE	15	1	1	0
MPS	Chief Information Officer - MFH	6	1	1	0
MPS	Head (College Network)	8	2	2	0
MPS	ICT Officer in the Malta Public Service	29	2	2	0



Public Service Commission

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