




PUBLIC SERVICE
COMMISSION

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Annual Report

2023

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Abstract

This 64th annual report, published by the Public Service Commission, is compiled in terms of Regulation 5(1) of the Public Service Commission General Regulations and may also be accessed through the Public Service Commission's website at <https://psc.gov.mt>.

The report provides an overview of the main activities of the Commission in the execution of its constitutional functions during 2023.

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.”

FOREWORD



This Commission is in its second year of its term and is doing its utmost to ensure that the principles of merit and equity are upheld in the selection and appointment process of public officers. The Commission considers it equally important that disciplinary procedures are followed in line with the appropriate legislation in force.

One of the most important activities undertaken this year was the publication of the 2023 Disciplinary Regulations following the exercise initiated in 2022. The exercise was conducted by a Working Group specifically appointed by the Principal Permanent Secretary to review and consolidate the Disciplinary Regulations and bring them in line with recent court decisions and case law whilst providing the Public Service with a simplified Disciplinary Procedure.

The Commission was represented by the Executive Secretary, who was appointed Chairperson of the Working Group, keeping an open communication channel with the Commission, and working in collaboration with other officers of the People and Standards Division within the Office of the Prime Minister. Following the Commission's approval of the Working Group's proposals, the 2023 Disciplinary Regulations were published and brought into force with effect from 1 October 2023. The Commission further approved the consequential amendments to the Manual on Disciplinary Procedures.

Personnel from the Office of the Commission also conducted training sessions for public officers in Headship Positions and individuals on the Public Service Standing Disciplinary Panel and other public officers engaged in such procedures to make them aware of the changes in the pertinent regulations and procedures for the sound implementation of the whole disciplinary framework.

During the reporting year, the Commission experienced an increase in the number of appeals regarding disciplinary proceedings instituted by Heads of Department against public officers, resulting in an increase in Oral Hearings convened in accordance with the Disciplinary Regulations. Proceedings before the Commission observe the natural process of justice by affording all the rights to all the parties concerned in each case.

The delegated environment requires that a robust compliance monitoring mechanism is implemented to ensure that selection processes are conducted in accordance with the merit principle. The Commission is satisfied that the compliance monitoring exercise, conducted on a representative sample of selection processes that were investigated for this purpose, is serving as a tool to identify shortcomings whilst enabling the Commission to bring these findings to the attention of issuing authorities to implement corrective measures. Indeed, meetings were also held with respective Permanent Secretaries in this respect.

The ongoing collaboration with the Principal Permanent Secretary and the People and Standards Division within the Office of the Prime Minister is very important. Equally important is the co-ordination with line ministries and departments so that the principles of good governance in the Public Service are upheld and observed in accordance with the pertinent Public Service Commission Regulations.

Needless to mention that all the work carried out would not have been possible without the support of the staff employed at the Office of the Commission under the direction of the Executive Secretary. Their performance in upholding the principles of good governance, merit and equity is indeed commendable.

The regulatory framework providing the legal basis for the Public Service Commission to continue to function in the spirit of the Constitution of the Republic of Malta should never be overshadowed by other interests. This regulatory framework is there to strengthen the governance aspect and the principles of natural justice within the Public Service.

We augur that co-operation with all concerned will continue in the coming years so that Maltese citizens and residents will have a sound public administration to serve the public better, as they truly deserve.

Saviour Cachia
Chairperson

The Public Service Commission

Throughout the reporting year, the Commission's composition remained unchanged, with Mr Saviour Cachia as Chairperson and Ms Marie-Lourdes Grech as Deputy Chairperson, whilst Mr Vincent Piccinino, Mr Carmel Herrera, and Mr Franco Masini served as members. The Commission has held this same composition since 18 July 2022, when the members of the Commission were appointed by the President of the Republic of Malta in terms of Article 109 of the Constitution of Malta. The tenure of appointment is for a period of three years.

During the year under review, the Commission convened 47 Sittings and held 33 Oral Hearings. The majority of Oral Hearings concerned disciplinary cases.

STATUTORY BASIS

The Commission is an independent and autonomous body established in terms of Article 109 of the Constitution of Malta. The Commission derives its authority and functions from Articles 86, 92, 110, 111, 112, 114, 115, and 121 of the Constitution.

COMPOSITION AND APPOINTMENT

Article 109 of the Constitution stipulates that the Public Service 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 the Republic of Malta, acting on the advice given by the Prime Minister after consultation with the Leader of the Opposition.

The Office of the Commission

The role of the Executive Secretary of the Public Service Commission is established in terms of Article 109 of the Constitution of Malta. The Executive Secretary is vested with the legal and judicial representation of the Commission and heads the Office of the Commission.

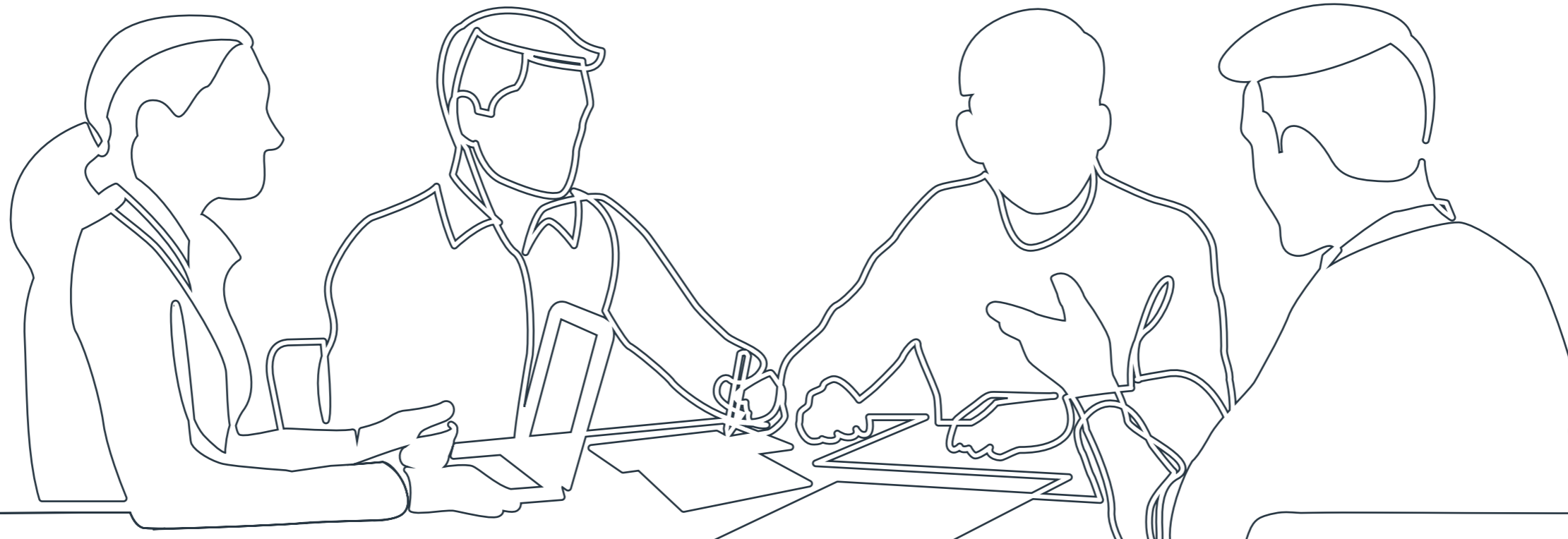
In 2023, the Office of the Public Service Commission was critical in the drafting and publication of the Public Service Commission Disciplinary Regulations, 2023 (S.L. Const. 07), that repealed and substituted the previous Regulations that had been in force since 2017. The Office, together with the People Relations Directorate in the People and Standards Division, within the Office of the Prime Minister, was responsible for the development of the training content and the eventual training delivery on the newly introduced provisions.

In 2023, the Office sustained its investment in the digitisation of its processes. Particular focus was aimed at the strengthening of the Office's capabilities in order to ensure the effective implementation of the compliance monitoring exercise conducted on a representative sample of selection processes across the Public Service following calls for applications issued in 2022.

Investment in the HR capabilities was sustained during 2023, with the recruitment of two Managers II (Compliance) and a Senior Manager (Compliance). This recruitment was undertaken in order to continue strengthening the Compliance Monitoring function within the Office of the Commission, thus placing the Office in a stronger position to undertake the required preparatory and background investigative work together with the necessary research to support the Commission in the execution and discharge of its constitutional role.

The Commission's new website, <http://www.psc.gov.mt>, was fully implemented and published in the fourth quarter of this year.

Information on the staff complement and the total expenditure incurred in the running of the Office of the Public Service Commission for the year 2023 is shown in Appendix 2 of this report.



Selection & Appointments

The Role of the Commission

The Public Service Commission Appointments Regulations (S.L. Const. 05) provide the legal framework for the selection and appointment process in the Public Service. The authority to conduct selection and grant appointments is delegated as provided for in the Constitution and as set out in Directive 9, as amended by Directives 9.1 and 9.2 in terms of the Public Administration Act.

The Selection Process within this delegated environment vests Permanent Secretaries with the authority to issue calls for applications, appoint Selection Boards, issue results, and make appointments without reference to the Public Service Commission. As a result, the Commission has ensured that the compliance monitoring capabilities within its Office are strengthened, and a comprehensive compliance monitoring programme is rolled out annually.

Notwithstanding that, as aforementioned, the Selection and Appointments process is implemented within a delegated environment, the involvement of the Public Service Commission is mandatory in various stages throughout the selection process.

This Section provides an overview of the work conducted by the Commission during 2023 in terms of the Public Service Commission Appointments Regulations.

Corrections to, or Withdrawal of, the Call for Applications

Corrections to a call for applications may be effected by Issuing Authorities without the need for the Commission's approval, provided that the corrections are published and advertised with the same prominence as the original call.

If the Public Service Commission's opinion is that any of the provisions of a call for applications are manifestly unfair or in breach of the principle of merit, it may direct that the call for applications be corrected or withdrawn.

During the year under review, the Commission authorised the withdrawal or suppression of 19 calls for applications or selection processes.

During the year 2023, the Commission annulled or suspended 11 selection processes pursuant to such investigations, a significant increase when compared to 2022, where only four annulled or suspended selection processes were registered.

Representations Submitted in Terms of Regulation 23

During this reporting year, a total of 325 calls for applications, representing 18% of the total number of calls for applications issued across the Public Service in 2023, were contested through representations submitted by applicants who were deemed ineligible by the respective Selection Boards. These calls for applications attracted 6,672 applicants.

In this regard, the Commission received 563 representations from applicants, in terms of Regulation 23(1) of the Public Service Commission Appointments Regulations. During this period the Commission also treated one representation that was pending processing as on 31 December 2022. The representations submitted represented 8.5% of applicants who submitted applications under the contested calls for applications.

As on 31 December 2023, four representations remained pending before the Commission.

After investigating the representations received, the Commission ruled in favour of 122 applicants, who were consequently deemed eligible. This meant that the Commission overturned the decision of the Selection Board regarding the ineligibility of applicants in circa 22% of the instances indicated.

Appendix 3 of the report provides a detailed account of the representations addressed by the Commission during the year under review.

Table 1: Representations – Distribution by Ministry

Ministry	Contested Selection Processes	Applications	Representations
OPM	14	165	18
OPM (MPS)	3	63	4
OPM (SAAC)	11	35	11
OPM (ADAC)	8	23	8
MFH	61	2,656	181
MHAL	5	88	11
MFET	10	157	16
MSPC	3	20	3
MAFA	25	320	37
MEFL	2	69	2
MTIP	2	10	2
MGOZ	6	77	7
MHSR	18	490	37
MFT	8	329	10
MEEE	9	65	9
MFE	1	4	1
MEYR	108	1,755	167
MPWP	9	130	10
MFJ	2	18	2
MFAA	20	198	28
Total	325	6,672	564⁽¹⁾

Notes: ⁽¹⁾ 4 pending as on 31.12.23; one representation processed in 2023 was pending at the end of 2022.

Own Initiative Investigations

In terms of Regulation 19, the Commission is empowered to inquire into and investigate any selection process on its own initiative. As a result of such investigations, the Commission annulled two selection processes and, in other cases, directed that revised results be issued further to the disqualification of individual applicants who should have been considered *ab initio* ineligible but had been deemed erroneously eligible and subsequently interviewed by the respective Selection Boards.

As on 31 December 2023, seven petitions remained pending.

The petitions concerned a total of 72 contested selection processes and represented *circa* 11% of the candidates interviewed in the contested selection processes.

The Commission upheld or partially upheld the petition submitted and consequently directed that a revised result be issued, in 23 instances, that is 11% of the petitions received.

Petitions Submitted in Terms of Regulation 24

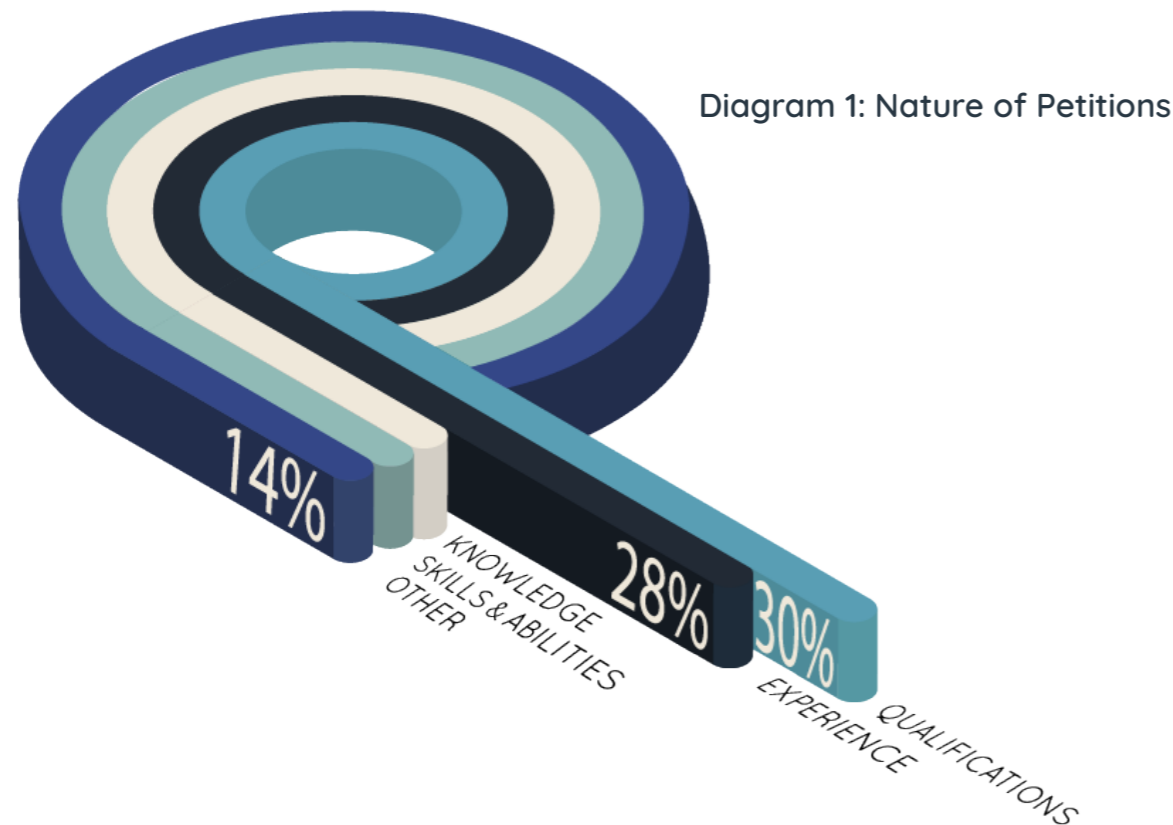
The Commission treated a total of 214 petitions submitted by candidates who contested the results published in connection with selection processes following the publication of calls for applications to fill vacancies across the Public Service. This represented an increase of 20% when compared to the preceding year.

A detailed account of the petitions treated by the Commission is found at Appendix 4.

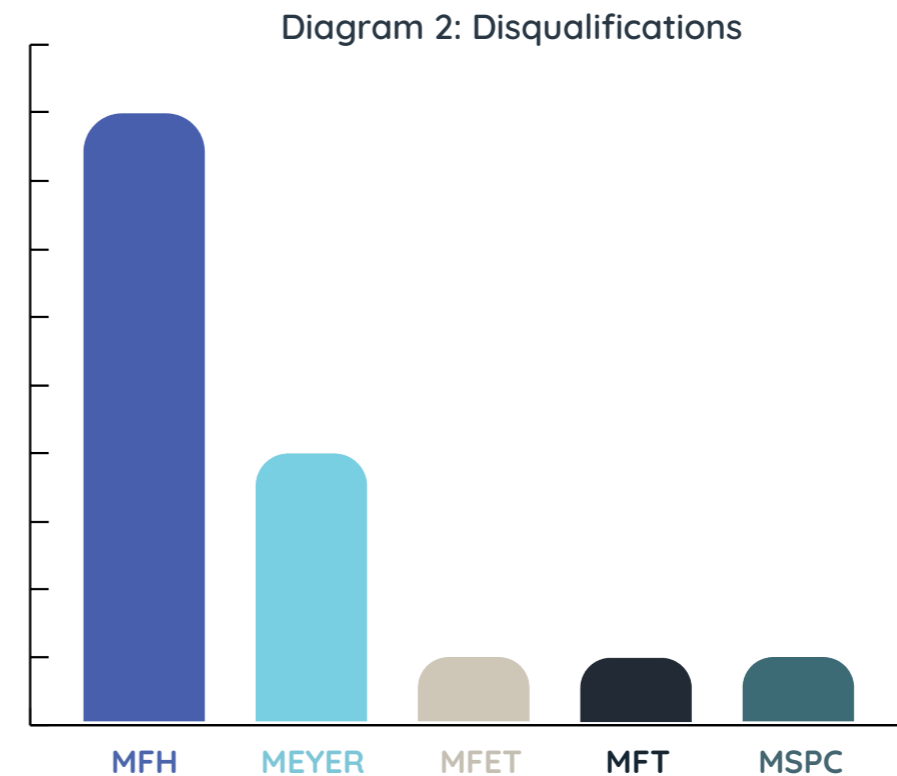
The majority of the petitions submitted related to complaints about the marks awarded by Selection Boards for qualifications (30%) followed by experience (28%).

Table 2: Petitions – Distribution by Ministry

Ministry	Contested Selection Processes	Interviewed Candidates	Petitions
OPM	1	2	1
OPM (MPS)	1	8	1
OPM (ADAC)	3	7	3
MFH	34	1,052	118
MHSR	5	313	21
MFE	2	5	2
MFJ	1	1	1
MEYR	16	438	52
MPWP	1	9	1
MHAL	1	1	1
MFAA	5	117	11
MAFA	2	6	2
Total	72	1,959	214



Power of the Commission to Disqualify Candidates



The Commission disqualified 16 candidates in terms of Regulation 20 of the Public Service Commission Appointments Regulations. In the majority of cases, candidates were disqualified since they no longer satisfied the eligibility requirements of the respective call for applications or should have been considered ineligible *a priori* by the Selection Board.

Extension/Termination of Probationary Period

The Commission was informed of 92 notifications issued to officers in terms of Section 1.8 of the Manual on Resourcing Policies and Procedures, notifying them of the intention to extend or terminate the probationary period.

Most of the notifications issued, 85, concerned the extension of the probationary period. Four notified officers filed an appeal before the Commission after being notified accordingly. The Commission upheld one appeal and consequently revoked the notification issued by the respective Permanent Secretary. One case was discontinued since the Head of Department reviewed the decision, whilst another case was still pending as on 31 December 2023.

The Commission also received three appeals concerning notifications for the termination of the probation period that could lead to the termination of the appointment of the officials concerned. During this period the Commission processed another appeal that remained pending from the previous year. The Commission confirmed the notification issued by the respective Permanent Secretary in two instances. The Commission upheld another appeal and overturned the decision of the respective Permanent Secretary. One appeal remained pending as on 31 December 2023.

Regulation 32: Revocation of Appointments

In 2023 the Commission received three requests for the revocation of appointment of public officers. However, after conducting its investigations the Commission found in favour of all three public officers concerned and did not proceed with a recommendation for the revocation of the related appointments, in terms of

Regulation 32 of the Public Service Appointments Regulations.

Recommendations and Advice to the Prime Minister

During the year under review, the Commission referred 233 recommendations to the Prime Minister in terms of Article 110 of the Constitution, an increase of 16% when compared to the previous calendar year. Of these, 147 recommendations related to appointments to Headship Positions, re-designation of positions, extension of performance agreements, termination of performance agreements, lateral moves, and termination of probationary period. Other recommendations related to the reversion to previous grades, revocation of appointments, re-employment/re-instatement, and appointments of Executive Secretaries within Local Government.

The Commission also submitted its advice to the Prime Minister on 17 occasions in terms of Articles 92(4) and 111(1) of the Constitution for the appointments of Heads or Acting Heads of Departments and Resident Ambassadors abroad.

Advice to the President

Article 92(3) of the Constitution stipulates that power to appoint public officers to hold or act in the Office of Permanent Secretary and to remove from Office persons holding or acting in such Office shall vest in the President of the Republic of Malta.

During the year under review, the Commission issued its advice to the President of the Republic of Malta on seven instances.

Notifications

The Commission issued 92 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.

Compliance Monitoring

The delegated environment requires that a robust compliance monitoring mechanism is implemented. This is to ensure that:

- Selection processes are conducted in accordance with the merit principle;
- Selection Boards interpret the eligibility requirements and the selection criteria in a reasonable and fair manner and are not influenced by any considerations extraneous thereto; and
- That 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.

In this regard, compliance monitoring checks are conducted annually as a post-scrutiny exercise on a representative sample of selection processes.

Pursuant to the compliance monitoring checks, any shortcomings identified are referred to the respective Permanent Secretary of the Ministry responsible for the selection process, to take remedial action with a view to addressing and rectifying any weaknesses identified. If required, meetings with the respective Authority are held to clarify matters that were of concern to the Commission.

During the reporting year, a total of 110 compliance checks were conducted on a representative sample of selection processes across the Public Service, following the publication of calls for applications between January and December of 2022.

As a result of the Compliance Monitoring exercise conducted in 2023, a total of 421 infringements were identified. Most of the infringements, 409, were of a minor or moderate nature and had no impact on the outcome of the selection process.

Generally, a positive comparative performance was registered by the respective individual Authorities when compared against the performance of 2021.

Corrective action plans were drafted and agreed upon with the respective Authorities for necessary action to mitigate against recurrences in future selection processes and to avoid as much as possible the inherent development of systematic errors in the management of the selection and appointment processes across the Public Service. Thus, it is ensured that the merit principle, which is the basis on which the delegation of such power rests, in terms of the Public Service Commission Appointments Regulations, is always upheld.

Discipline

The Exercise of Discipline under Delegated Authority

This section provides an overview of the work conducted by the Commission during the year under review regarding substantive matters in terms of the Public Service Commission Disciplinary Regulations.

The Commission monitors the exercise of discipline by Heads of Department under delegated authority through the submission of annual returns by Heads of Department.

In the delegated environment, the Commission is empowered to give direction and issue rulings regarding the interpretation of its Regulations.

Moreover, the Commission may inquire into the disciplinary control exercised by Heads of Department at any point in time.

Disciplinary action taken by the Head of Department

During the year under review, line ministries reported to the Commission that action taken by Heads of Department in accordance with the Public Service Commission Disciplinary Regulations totalled to 63 cases. Additionally, another 10 cases were pending from previous years. These cases involved 61 public officers who had active disciplinary procedures against them. The total number of active cases during 2023 stood at 73.

Table 3: Disciplinary Action Taken by Heads of Department

Ministry	Minor Disciplinary Charges	Serious Disciplinary Charges	Serious Disciplinary Charges leading to dismissal
MFH	0	7	3
MHAL	0	0	1
MEFL	0	0	1
MAFA	0	3	0
MHSR	7	7	2
MFT	2	1	1
MEYR	0	7	8
MPWP	1	0	0
MFJ	0	3	2
MFAA	1	13	3
Total	11⁽²⁾	41⁽³⁾	21⁽⁴⁾

Notes: Charges issued in 2022: ⁽²⁾14, ⁽³⁾41, ⁽⁴⁾16.

Diagram 3: Disciplinary Action by Heads of Department in 2023 (Outcome on Minor Disciplinary Cases)

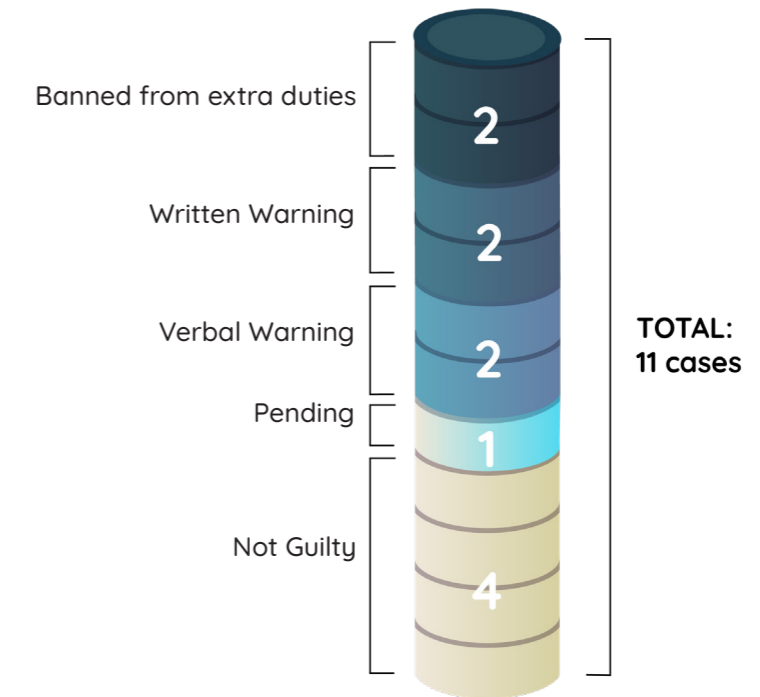


Diagram 4: Disciplinary Action by Heads of Department in 2023 (Outcome on Serious Disciplinary Cases)

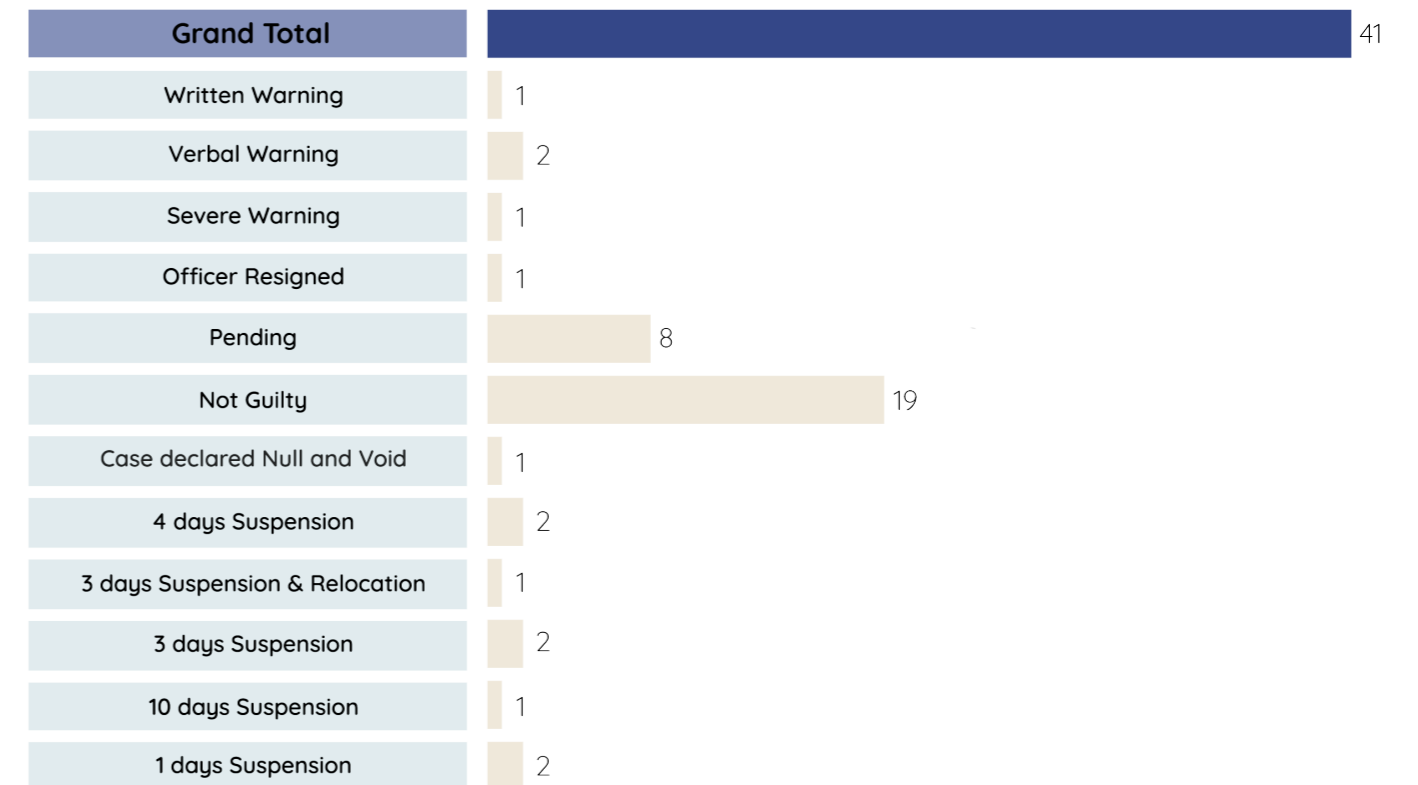
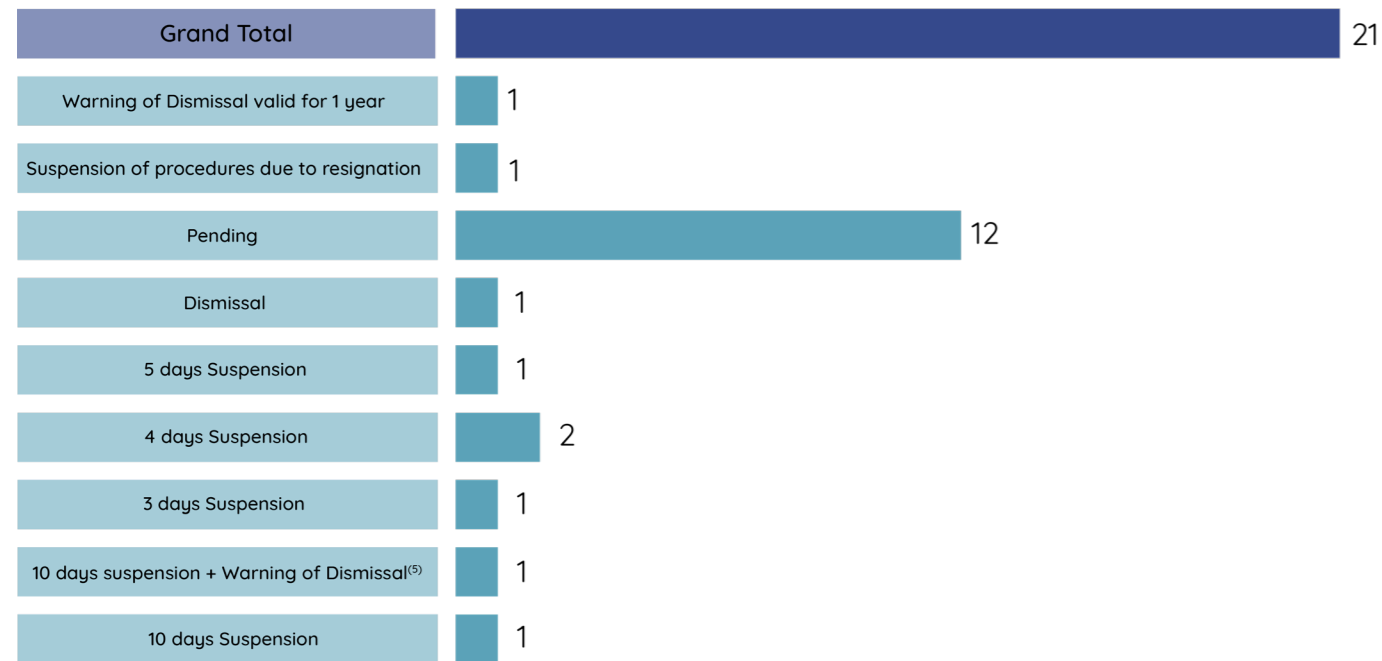


Diagram 5: Disciplinary Action by Heads of Department in 2023 (Outcome on Serious Disciplinary Cases Leading to Dismissal)



Notes: ⁽⁵⁾ valid for 2 years pending successful completion of the programme.

Disciplinary Cases Involving Criminal Proceedings against Public Officers

In terms of Article 110 of the Constitution, during 2023, the Commission submitted 60 recommendations to the Prime Minister in respect of cases involving criminal proceedings against public officers. This marked an increase of 60% when compared to 2022.

The recommendations included the precautionary suspension of the public officers concerned in 24 instances. The lifting of the precautionary suspension, pending any potential penalties that may appropriately be imposed, in another case.

No penalty was recommended by the Commission in five cases.

The Commission recommended the dismissal of seven public officers who were found guilty of criminal charges instituted against them before the Courts of Law.

The remaining cases were served with a penalty, as indicated in Table 4.

Table 4: Recommendations Concerning Criminal Cases

Recommendations in terms of Regulation 13	Precautionary suspension pending outcome of Criminal Court Cases	24
	Lifting of precautionary suspension before conclusion of proceedings without prejudice to any further disciplinary action or penalties	1
Action by the Commission following a “guilty” verdict by the Courts	Dismissal	7 ⁽⁶⁾
	Forfeiture of salary withheld during the period of precautionary suspension	7
	Warning of dismissal	4 ⁽⁷⁾
	Definite suspension without pay	3 ⁽⁸⁾
	No penalty	5
Restitution of rights following no institution of criminal proceedings or a “not-guilty” verdict by the Courts	Lifting of precautionary suspension	6
	Refund of salary withheld	3
Total		60

Notes:

⁽⁶⁾ One of these cases was initiated in terms of the 2023 Regulations.

⁽⁷⁾ In two of these cases, the Commission, also recommended the refund of salary withheld during the period of precautionary suspension.

⁽⁸⁾ In one case, the Commission also recommended the lifting of the precautionary suspension and the refunding of the salary withheld during the period of suspension.

Oral Hearings

During the year under review, the Commission convened 24 Oral Hearings in terms of its Disciplinary Regulations. In 12 instances, the cases concerned Oral Hearings in terms of Regulation 15(2) of the 2017 and the 2023 Disciplinary Regulations, which deal with disciplinary action following conviction on a criminal charge.

The Commission treated two cases where the Head of Department had given notice to the officer charged that the charges, if proven, could lead to dismissal.

A public officer has the right to appeal 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 their interests. The Commission treated six appeals during the period under review.

In another two instances, the Commission held Oral Hearings related to appeals submitted by public officers against the decision of the Head of Department to consider them as having resigned from the Public Service with effect from the eleventh day following their absence without leave for ten consecutive working days, in terms of regulation 32(5) of the Public Service Commission Disciplinary Regulations, 2017. In both cases indicated, the Commission confirmed the decision of the Head of Department.

Disciplinary Cases Leading to Dismissal and Appeals

The Commission considered 27 disciplinary cases which were referred to it in terms of:

1. Regulation 12 of the Public Service Commission Disciplinary Regulations, 2017, where the Head of Department recommended that the officer concerned be suspended for precautionary purposes;

2. Regulation 23(2) of the Public Service Commission Disciplinary Regulations, 2017, where the officers involved had been notified that the charges, if proven, could lead to their dismissal;
3. 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 their interests;
4. Regulation 29(1) of the 2017 Disciplinary Regulations, where the Head of Department was dissatisfied with the proceedings or findings of a Disciplinary Board; and
5. Regulation 32 of the same Regulations where the officers concerned appealed against the decision of the Head of Department to consider them as having resigned from the Public Service with effect from the eleventh working day of unauthorised absence.

After giving both the officers involved and their respective Head of Department an opportunity to make written/oral representations, the Commission submitted 27 recommendations to the Prime Minister in this regard. A breakdown of this is provided in Table 5.

Table 5: Recommendations Concerning Disciplinary Cases

Precautionary suspension pending outcome of disciplinary case	2
Dismissal	1
Warning of dismissal	3
Definite suspension without pay	9
Lifting of precautionary suspension and refund of salary withheld	1
Disciplinary proceedings declared null and void	9 ⁽⁹⁾
Confirmation of decision taken by Head of Department following absence without leave	2
Total	27

Notes: ⁽⁹⁾ Two of these cases were initiated under the 2023 Disciplinary Regulations.

Table 6: Breakdown of Penalties by Ministry

	MAFA	MEFL	MEYR	MFAA	MFH
1 day Suspension			1	1	
10 days Suspension	1	1			
10 days Suspension + Warning of Dismissal valid for 2 days					1
3 days Suspension	1		1	1	
3 days Suspension & Relocations				1	
4 days Suspension			1		
5 days Suspension					1
Banned from extra duties					
Case declared Null & Void	1				
Dismissal			1		
Not Guilty				10	5
Pending			8	4	2
Resigned			1		
Severe Warning					
Suspension of procedures due to resignation			1		
Verbal Warning					
Warning of Dismissal valid for 1 year			1		
Written Warning					1
Total	3	1	15	17	10

Proceedings in Breach of the Disciplinary Regulations

The Commission annulled nine disciplinary cases instituted against public officers due to procedural shortcomings that were deemed as having vitiated the process.

Review of Past Disciplinary Decisions

The Public Service Commission Disciplinary Regulations provide 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 was in receipt of one request for the revision of a past recommendation.

The case was not concluded by the end of the reporting year.

Table 6: Breakdown of Penalties by Ministry (cont...)

MFJ	MFT	MHAL	MHSR	MPWP	Total	
					2	1 Day Suspension
					2	10 Day Suspension
					1	10 days Suspension + Warning of Dismissal valid for 2 days
					3	3 days Suspension
					1	3 days Suspension & Relocations
	1	2			4	4 days Suspension
					1	5 days Suspension
			2		2	Banned from extra duties
					1	Case declared Null & Void
					1	Dismissal
2	2		3	1	23	Not Guilty
3		1	3		21	Pending
					1	Resigned
			1		1	Severe Warning
					1	Suspension of procedures due to resignation
			4		4	Verbal Warning
					3	Warning of Dismissal valid for 1 year
	1		1		3	Written Warning
5	4	3	16	1	75	Total

Selected Issues & Rulings

Policy Matters

Public Service Commission Disciplinary Regulations, 2023

Following the conclusion of the review exercise on the Disciplinary Procedure, conducted by the Working Group appointed for this purpose, the Commission embarked on an intensive exercise on the drafting of the revised legislative framework. The new Regulations were published in July and came into force on 1 October 2023. Consequently the 2017 Regulations were repealed.

The 2023 Regulations brought about several changes aimed at equipping the Public Service with a more simplified disciplinary procedure that addresses the needs of a modern Public Service, wherein more delegated powers were vested in the Permanent Secretary and the Head of Department.

The following are some of the salient changes introduced.

The following are some of the salient changes introduced.

The power to suspend a public officer for precautionary purposes pending disciplinary/criminal investigation or proceedings is now delegated to the Head of Department. Public officers may appeal such decision with the Commission. The amount of salary withheld during the period of precautionary suspension was reviewed and, as a result, a public officer suspended for precautionary purposes shall receive either 80% or the equivalent of the full rate of the minimum wage, whichever is the highest. Moreover, the new Regulations introduced an obligation on the Head of Department to periodically review cases concerning public officers so suspended. This is to ensure that, as much as possible, the period

of precautionary suspension is not prolonged unnecessarily.

Disciplinary Boards are now to conclude proceedings before them within 40 working days. However, a minor disciplinary case should be concluded within 20 working days.

The newly imposed provisions now require that a Disciplinary Board should convene the first sitting within 15 working days from the date of the appointment of the Board.

As a result of the introduction of further delegated powers, Permanent Secretaries are now empowered to approve extensions to the indicated prescriptive periods.

To further strengthen the independence of the Disciplinary Board, the new Regulations require that members on the Board should not include public officers performing duties within the same ministry as the officer charged.

Provisions in the Manual on Industrial Relations and the Selection and Appointments Process under Delegated Authority in the Malta Public Service

In 2023, the Commission approved various amendments to the Manual on Industrial Relations and the Selection and Appointments Process under Delegated Authority in the Malta Public Service. The amendments were either required to introduce new procedures or to clarify mute points of contention.

Amendments to Section 14. of the Manual were introduced by replacing the provisions of subparagraph 14(iii). The amendments clarified that a public officer must be confirmed in the current appointment prior to being eligible to apply laterally or for promotion to a higher grade/position unless the current appointment is in a different class/stream or in a definite position.

Moreover, it was clarified that in the case of public officers applying within their career stream/sectoral agreement, when eligibility is open to holders of grades at different levels within the career stream, an officer who is not confirmed in the current grade but is confirmed in the previous grade within the same career stream shall be eligible to apply, provided that all other eligibility requirements are satisfied. The amendments also clarify that a public officer may apply for a lower grade/position even if not confirmed in appointment, whether in the same stream or not.

An amendment to Section 2.1 of the same Manual introduced additional procedures that HR Units within the issuing authorities are required to follow in the case of candidates who submit applications for vacancies in lower grades and who do not submit their applications through the recruitment portal. A second amendment clarified the procedure that was to be followed by the same HR Units upon receipt of the Service and Leave Record forms of public officers applying for advertised vacancies.

to clarify that the assessment sheet was to only include information on candidates who underwent the assessment. That is, only successful and unsuccessful candidates were to feature in the assessment sheet.

Section 3.3 of the Manual was amended to clarify that candidates who held additional qualifications that did not lead to the attainment of the qualification required for eligibility purposes were entitled to the award of marks for such qualification if this was the highest additional qualification.

Amendments to Section 5.1 introduced further clarifications to stress the importance of checking the Selection Board Report and Result prior to its publication.

In Section 5.2, the wording of the policy regarding renouncement of pending applications upon taking up appointment was revised. This amendment was necessary to clarify that acceptance of an indefinite appointment signifies that any pending applications within the Public Service are automatically considered renounced unless the latter are applications for Headship or Assistant

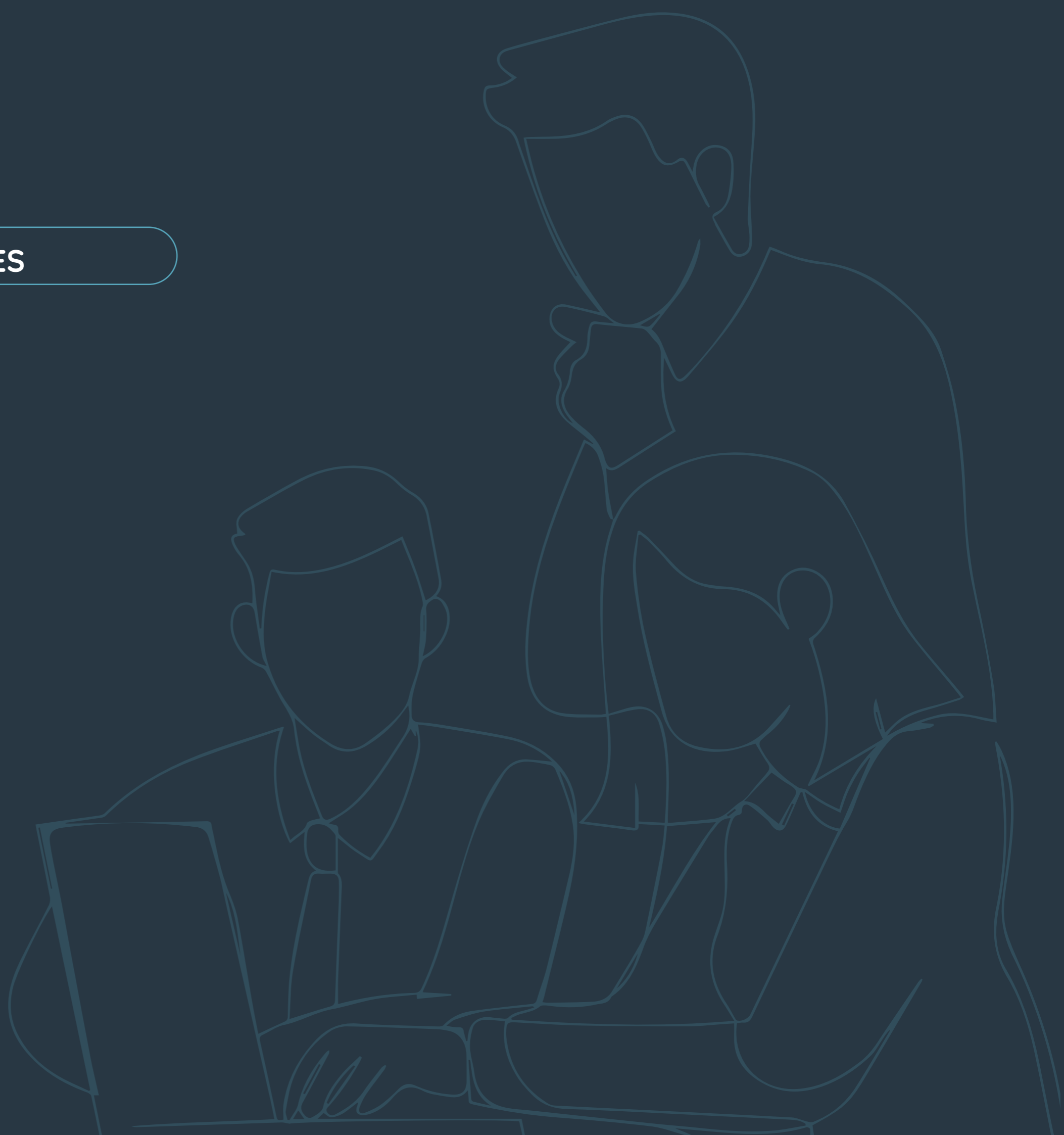
Director positions or applications for a definite position.

Amendments were made to Sections 5.2 and 6.2, respectively, to the effect that when the number of successful candidates is equal to or less than the number of immediate vacancies, and the result does not include any unsuccessful candidates, the Authorities may proceed with the appointments before the lapse of the 10-working days petition period, without seeking the Commission's clearance. This delegation of authority is without prejudice to the right of any candidate to submit a petition within the prescriptive period and subject to the fact that a candidate's standing on the merit list does not impinge on the way the postings from the particular selection process are made.

Nomination Process for the Position of Assistant Director

In terms of Regulation 3(5) of the Appointments Regulations, the Commission approved the changes to the nomination process for the position of Assistant Director. The new process included the setting-up of the Assistant Director Advisory Committee that was tasked with conducting the nomination process. Consequently, the Senior Appointments Advisory Committee was divested from conducting such a task to enable it to focus on the nomination process for Headship positions. This change was required to facilitate the efficiency of the nomination processes for the filling of vacant positions at Assistant Director level and at Headship positions.

APPENDICES



Appendix 1

The Members of the Commission

Mr Saviour Cachia Chairperson

Saviour Cachia joined the Malta Public Service in 1976, where he was assigned to the Ministry for Commonwealth and Foreign Affairs, the Department of Information, and the Government Computer Centre, eventually integrated with the Management Systems Unit and subsequently the Malta Information Technology Agency. He has experience in Systems Development, Information Resource Management activities, and Data Protection and Freedom of Information laws and practices.

He was appointed to inter-ministerial committees to draft a legal framework to regulate and enable information practices, also covering data protection regulations in the Police and Telecommunications sectors and participating in the vetting process of the Data Protection Act by the European Commission, to bring it in line with EU law. He set up the Office of the Information and Data Protection Commissioner and assisted line ministries and departments in implementing data protection. On 16 April 2014, Saviour Cachia took the oath of Office as Commissioner for Information and Data Protection and served in this position up till October 2020.

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, 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 Farsons 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 Ġhawdex award. Franco 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 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, Vincent Piccinino was appointed Director (Finance and Administration) at the Education Division, from where he was superannuated in 2006 on reaching retirement age.

Appendix 2

The Office of the Public Service Commission

Staff Complement

The staff complement as on 31 December 2023 stood at 16 and was comprised of public officers in the following posts/positions:

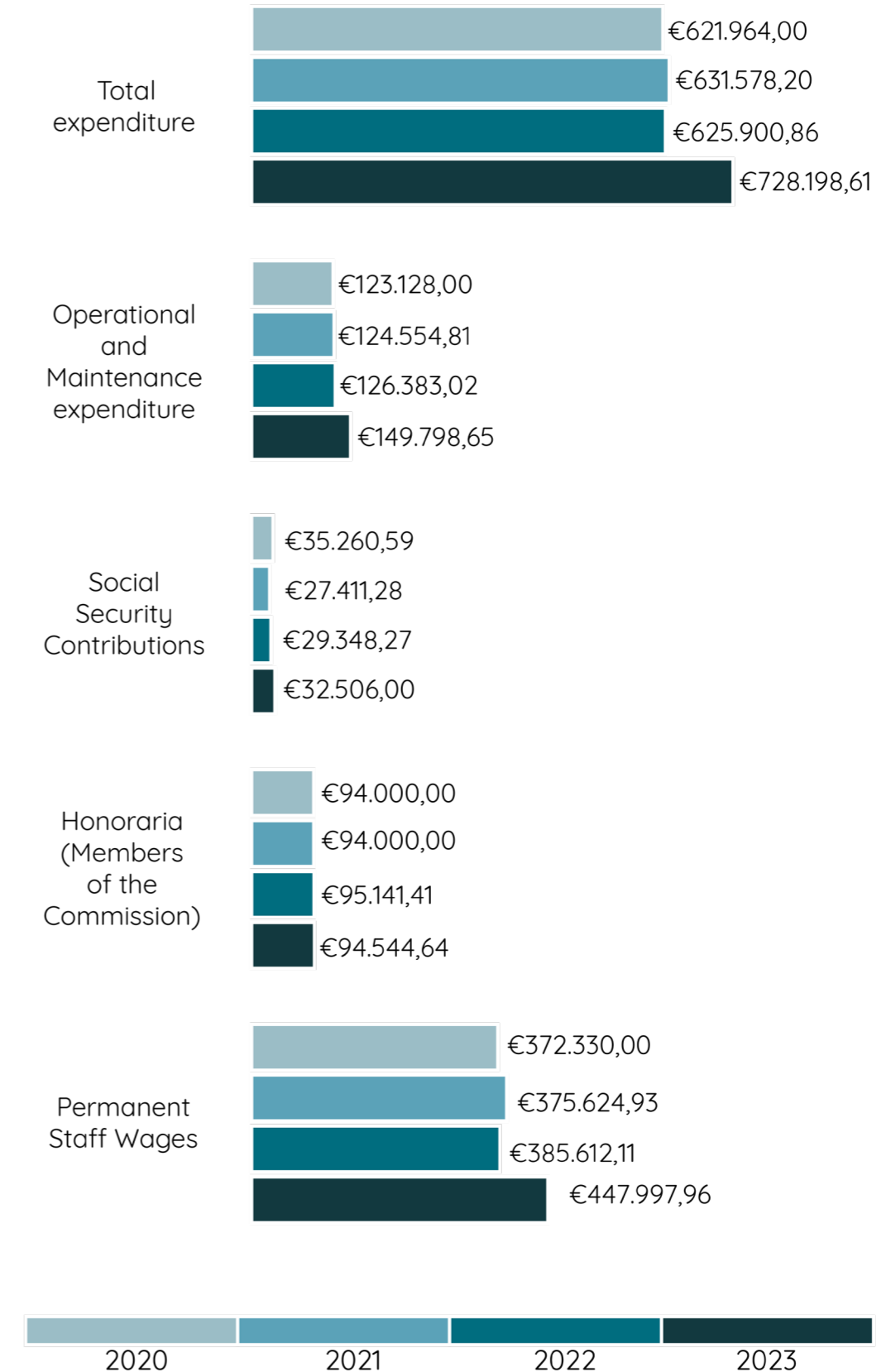
Executive Secretary	1	Assistant Director	2
Senior Manager (Compliance)	1	Manager II (Compliance)	2
Compliance Officer	2	Principal	2
Assistant Principal	2	Senior Clerk	1
Clerk	1	Messenger	2

Expenditure

During the current year, the total expenditure amounted to €728,198.61, an increase of €102,297.75 over the previous year. This increase is mainly attributed to an increase in the expenditure on staff salaries due to the heightened investment in the HR capacity of the Office of the Commission and an

increase in operational costs. The Commission's honoraria stood at €95,141.41, whilst the expenditure on staff salaries reached €447,997.96. An overview of the expenditure for the years 2020 to 2023 is provided in Diagram 6.

Diagram 6: Expenditure 2020-2023



Appendix 3 Representations

* *Nomenclatures denoting the male gender also include the female gender*

Office of the Prime Minister					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Psychology Assistant	26	2	2	0	
Manager I (Compliance), DIER (13.1.23)	6	1	1	0	
Assistant Manager (Events and Marketing), DOI	14	1	1	0	
Manager I (Compliance), DIER (5.2.23)	7	1	1	0	
Social Worker (ESP)	33	2	2	0	
Manager II (Compliance), DIER	8	1	1	0	
Manager I (Compliance), DIER (21.7.23)	11	1	1	0	
Assitant Manager (HR)	12	3	2	1	Applicant considered eligible on the basis of the qualification presented
IAID Executive (Compliance and Risk), IAID	8	1	0	1	Applicant considered eligible on the basis of the qualification presented
IAID Junior Executive (Compliance and Risk), IAID	4	1	1	0	
IAID Senior Manager (Compliance and Risk), IAID	11	1	1	0	
Manager I (Marketing and Communication), DOI	13	1	1	0	
Manager II (Documentation Unit), OPM	6	1	1	0	
Manager I (Accounting and Finance), Office of the Public Service Commission	6	1	1	0	
Total	165	18	16	2	

Office of the Prime Minister (Malta Public Service)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Manager I (Procurement)	17	2	2	0	
Promotion to Health Carer II	21	1	0	1	Applicant deemed eligible based on the number of years in relevant grade.
ICT Support Officer in the MPS	25	1	0	1	Applicant considered eligible on the basis of the qualification presented
Total	63	4	2	2	

Office of the Prime Minister (Senior Appointments Advisory Committee)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Director (Policy Development & Program Implementation), OPM (Circ 16/2022)	2	1	1	0	
Director (Finance & Administration), MTIP (Circ 16/2022)	6	1	1	0	
Director General (Civil Protection), MHSR (Circ 16/2022)	3	1	1	0	
Director (Research Lifelong Learning & Employability), MEYR (Circ 16/2022)	2	1	1	0	
Director General (Educational Strategy & Quality Assurance), MEYR (Circ 16/2022)	2	1	1	0	
Director General (Operations), MEEE (Circ 16/2022)	2	1	1	0	
Director (EU & International Affairs), MAFA (Circ 6/2023)	4	1	1	0	

Office of the Prime Minister (Senior Appointments Advisory Committee) (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Director General (Local Government), MHAL (Circ 6/2023)	5	1	1	0	
Director (Policy Development), MFET (Circ 6/2023)	5	1	1	0	
Director (Health Information and Research), MFH (Circ 12/2023)	2	1	1	0	
Director (Government Accounts), Treasury, MFE (Circ 12/2023)	2	1	1	0	
Total	35	11	11	0	

Office of the Prime Minister (Assistant Director Advisory Committee)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Assistant Director (People Management), Corporate Services, MGOZ	5	1	0	1	Applicant deemed eligible by virtue of assimilation exercise
Assistant Director (Corporate Services), MIVC	3	1	0	1	Applicant deemed eligible as per GP47
Assistant Director (People Management), Corporate Services, MSPC	2	1	0	1	Applicant deemed eligible as per GP47
Assistant Director (European Affairs Directorate), MFET	3	1	0	1	Applicant deemed eligible as per GP47
Assistant Director, (Policy Development and Programme Implementation), MTIP	1	1	0	1	Applicant deemed eligible as per GP47
Assistant Director (Support Services), Cleansing and Maintenance, MFT	2	1	0	1	Applicant deemed eligible by virtue of assimilation exercise

Office of the Prime Minister (Assistant Director Advisory Committee) (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Assistant Director (Finance), Corporate Services Directorate, MSPC	5	1	0	1	Applicant deemed eligible as per GP47
Assistant Director (Environment and Climate Change Directorate), MEEE	2	1	1	0	
Total	23	8	1	7	

Ministry for Health					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Professional Practice Pharmacist	9	1	0	0	Representation carried forward from 2022; however the case was closed since the call for applications was suppressed
Social Worker 16.12.22	17	1	1	0	
Emergency Ambulance Responder Trainee/ Emergency Ambulance Responder (Internal) 28.10.22	18	3	2	0	1 Representation closed
Emergency Ambulance Responder Trainee/ Emergency Ambulance Responder I (External) 28.10.22	108	1	1	0	
Higher Allied Health Practitioner (Speech and Language Pathology)	27	2	0	0	Representation closed; selection board reviewed its decision
Higher Allied Health Practitioner (Occupational Therapy)	36	1	0	0	Representation closed; selection board reviewed its decision
Manager II (Procurement), CPSU	12	2	0	0	Representation closed since call for applications was suppressed

Ministry for Health (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Consultant (Histopathology)	6	1	0	0	Representation closed; selection board reviewed its decision
Emergency Ambulance Responder I 28.10.22	28	3	3	0	
Consultant (Audiology/Phoniarty with special interest in Audio-Vestibular Medicine)	3	1	1	0	
Consultant (Clinical Governance) within the Department of Medical Administration	5	1	1	0	
Higher Specialist Trainee (General Surgery)	6	1	1	0	
Manager II in the Medical Portfolio on the Simulation Centre	4	1	0	1	Representation upheld; applicant was confirmed in appointment
Staff Nurse/Staff Nurse (Mental Health) on a full-time/part-time basis in the MPS	270	16	11	4	One representation was cancelled as applicant applied twice; Three representations were upheld on the basis of residency; One representation upheld; proof was provided evidencing that studies were conducted in the English Language
Higher Allied Health Practitioner (Dental Hygiene)	6	1	0	0	Late representation was not considered
Higher Allied Health Practitioner (Physiotherapy)	55	1	1	0	
Practice Nurse (Infection Control) RHKG	13	1	0	0	Representation was not considered since call for applications was suppressed
Project Administrator	7	1	1	0	
Scientific Officer (Quality Management)	7	1	1	0	

Ministry for Health (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Practice Nurse (Public Health)	15	1	1	0	
Phlebotomist/Phlebotomy Technician 3.2.23	60	10	7	1	Two representations were closed since selection board reviewed its decision One representation was upheld on the basis of the transcript provided for the MQF Level 3 qualification
Professional Practice Pharmacist, POYC 3.3.23	10	1	1	0	
Charge Midwife, MDH	23	2	0	2	Two representations were upheld on the basis of the grade and years of experience
Consultant (General Surgery) at GGH and MDH	2	1	1	0	
Promotion of General Practitioner Trainee to General Practitioner	18	1	1	0	
Basic Specialist Trainee (Psychiatry)	13	1	0	0	Representation closed since selection board reviewed its decision
Basic Specialist Trainee (Anaesthetics and Intensive Care)	29	2	2	0	
Basic Specialist Trainee (General/Internal Medicine)	73	3	3	0	
CAF for Staff Nurses and Midwives leading to the post of Senior Staff Nurse or Senior Midwife in the Malta Public Service	291	7	4	3	Two representation were upheld on the basis of the grade held by applicants, One representation was upheld on the basis of applicant's qualification
Basic Specialist Trainee (Emergency Medicine)	55	1	1	0	
Assistant Manager in the Health Promotion and Disease Prevention Directorate	9	1	1	0	

Ministry for Health (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Basic Specialist Trainee (Obstetrics and Gynaecology)	5	1	0	0	Representation withdrawn by applicant
Executive Environment Health Practitioner	5	1	1	0	
Customer Care Officer	22	1	1	0	
Pharmacist 19.5.23	9	1	1	0	
Assistant Manager 28.4.23	12	1	0	0	Late representaton not considered
Psychology Assistant	49	1	1	0	
Manager II (Project Management)	9	1	1	0	
Manager I (HR)	12	1	1	0	
Manager I (Project Management) 9.6.23	8	1	1	0	
Staff Nurse in the Malta Public Service (TCN) 16.6.23	645	70	45	22	Three representations were late and not considered. 22 representations were upheld since 17 were in possession of the certificate of registration, 4 presented the required documentation and 1 submitted the English proficiency certificate
Senior Management (Project Management)	20	1	1	0	
Psychology Practitioner	22	2	1	1	One representation was upheld on the basis of transcript and MQRIC statement provided by applicant
Allied Health Professional (Medical Laboratory Science)	20	3	3	0	
Allied Assistant	13	2	1	1	One representation was upheld on the basis of the applicant's qualification
Assistant Manager (Accounting and Finance)	10	1	1	0	

Ministry for Health (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Basic Specialist Trainee (Public Health Medicine)	21	1	1	0	
Principal Health and Safety Officer	1	1	1	0	
Manager I in the Office of the Superintendence of Public Health	8	1	1	0	
Scientific Officer	12	1	1	0	
Junior Staff Grade on Locum Basis	14	1	0	0	Representation closed; selection board reviewed its decision
Manager II 14.7.23	8	1	0	1	Representation upheld on the basis of the qualification
Emergency Ambulance Responder Trainee/ Ambulance Responder I (External) 21.7.23	87	1	1	0	Call for applications suppressed to be issued
Professional Practice Pharmacist, POYC 3.3.23	8	1	0	1	Representation upheld on the basis of years in service
Senior Technical Officer 14.7.23	14	2	0	0	Representation not considered; call for applications was suppressed
Manager I (Office of the PS and DMS)	7	1	1	0	
House Officer (Foundation Doctor)	308	6	4	2	Representations upheld due to administrative delays in the issuance of letter of intent by Foundation School
Emergency Ambulance Responder Trainee/ Ambulance Responder I (External) 27.10.23	30	1	1	0	Re-issued call for applications
Manager II 27.10.23	6	1	0	1	Representation upheld on the basis of qualification
Senior Technical Officer 3.11.23	27	1	1	0	

Ministry for Health (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Allied Health Professional (Medical Laboratory Science) 27.10.23	9	2	0	0	Representation pending as on 31.12.2023
Total	2,656	181	117	40	

Ministry for the National Heritage, the Arts and Local Government					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Executive Secretary (Local/Regional Council)	27	4	0	4	<p>One representation was upheld on the basis of the qualification;</p> <p>One representation was upheld since the application submitted proved that the remaining 30 ECTS of Master's would be complete by March 2023 as per call for applications requirements;</p> <p>One representation was upheld since applicant provided proof that final assessments were at correction stage;</p> <p>One representation was upheld since applicant was a public sector employee.</p>
Manager I (Accounting and Finance)	5	1	1	0	
Manager I (Site Manager's Office for Valletta as UNESCO's World Heritage Site)	5	1	0	1	Representation upheld on the basis of applicant's qualification and confirmation of being a public officer

Ministry for the National Heritage, the Arts and Local Government (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Senior Technical Officer (Site Co-ordinator)	10	1	0	1	Representation was conditionally upheld pending MQRIC statement
Executive Secretary (Local/Regional Council)	41	4	4	0	
Total	88	11	5	6	

Ministry for Foreign and European Affairs and Trade					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Policy Officer (9.2.23)	32	4	4	0	
Manager I (Accounting and Finance)	6	1	1	0	
Manager II in the EU Co-ordination Unit	13	1	1	0	
Manager I in the EU Co-ordination Unit	12	1	1	0	
Policy Officer (5.5.23)	22	3	3	0	
Security Officer	36	1	0	1	Representation upheld since it was confirmed that applicant was a public office in scale 16
Technical Attaché (Energy and Land Transport)	10	2	2	0	
Senior Manager	8	1	1	0	
Assistant Manager (Project Management)	10	1	1	0	
Manager II (Research)	8	1	0	1	Representation upheld on the basis of the qualification
Total	157	16	14	2	

Ministry for Social Policy and Children's Rights					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Project Manager	7	1	1	0	
Senior Manager (Accounting and Finance)	5	1	1	0	
Manager I (Research)	8	1	1	0	
Total	20	3	3	0	

Ministry for Agriculture, Fisheries and Animal Rights					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Principal Technical Officer	2	1	0	1	Representation upheld since applicant had the number of years of service by virtue of a Grievance decision
Assistant Manager (Fisheries and Aquaculture) 10.3.23	20	3	2	1	One representation was upheld on the basis of applicant's qualifications
Manager II (Department of Fisheries and Aquaculture) 24.3.23	7	1	1	0	
Manager (Paying Agency) 10.3.23	14	2	2	0	
Assistant Manager (Fisheries and Aquaculture) 14.4.23	13	1	0	1	Representation was upheld on the basis of applicant's qualifications
Project Manager 28.4.23	6	1	0	1	Representation was upheld on the basis of experience held
Assistant Manager (Animal Welfare) 2.6.23	17	1	0	1	One representation was upheld on the basis of applicant's qualifications

Ministry for Agriculture, Fisheries and Animal Rights (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Manager II (Accounting and Finance) 9.6.23	7	1	1	0	
Manager II 9.6.23	15	1	1	0	
Manager II (HR) 21.7.23	9	2	2	0	
Assistant Manager (Department of Fisheries) 7.7.23	17	2	1	1	One representation was upheld since applicant submitted required documents within requested timeframe
Senior Manager (Paying Agency) 21.7.23	11	2	2	0	
Pharmacist	5	1	0	1	Representation upheld on the basis that advertised post was in a lower grade
Project Officer (Paying Agency) 4.8.23	26	3	3	0	
Manager 25.8.23	18	2	1	1	Representation upheld on the basis of applicant's qualification and years of experience
Assistant Veterinary Technical Officer	19	2	2	0	
Junior Veterinary Officer/ Veterinary Officer	5	3	1	2	Two representations were upheld since applicants were in possession of Veterinary Warrant
Assistant Manager (HR) 7.9.23	17	1	1	0	
Principal Health and Safety Officer	5	1	0	0	Representation closed since call for applications was suppressed
Manager II (Animal Welfare) 25.11.23	9	1	1	0	
Senior Manager (Department of Fisheries and Aquaculture) 16.12.23	11	1	1	0	

Ministry for Agriculture, Fisheries and Animal Rights (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Manager	11	1	1	0	
Manager I	13	1	0	1	Representation upheld on the basis of qualification
Security Guard	39	1	1	0	
Total	320	37	24	11	

Ministry for the Economy, European Funds and Lands					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Programme Manager (EU Funds)	46	1	1	0	
Programme Officer (EU Funds)	23	1	0	0	Applicant withdrew representation
Total	69	2	1	0	

Ministry for Transport, Infrastructure and Capital Projects					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Senior Manager in the Policy Development and Programme Implementation Directorate	6	1	1	0	
Senior Manager	4	1	0	0	Representation was still pending as on 31 December 2023
Total	10	2	1	0	

Ministry for Gozo					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Manager II (Project Management)	14	2	2	0	
Assistant Manager (Project Management)	12	1	1	0	
Agricultural Officer (Degree/Diploma)	9	1	0	1	Representation upheld on the basis of qualification
Assistant Technical Officer	14	1	1	0	
Senior Foreman (Agriculture)	21	1	1	0	
Tradesman/Senior Tradesman (Welder-Burner)	7	1	0	0	Representation was closed since selection board reviewed its decision
Total	77	7	5	1	

Ministry for Home Affairs, Security, Reforms and Equality					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Police Inspector in the Malta Police Force	17	2	0	2	One representation was upheld due to amendments to Chap 537 of the Laws of Malta; One representation was upheld due to applicant's qualification
Senior Systems Administrator in the IMU	6	1	1	0	
Manager I (Financial Analysis)	4	1	0	1	Representation was upheld based on qualification
Manager I (Human Rights Directorate) 20.1.23	7	2	0	2	Both representations were upheld based on assimilation and years in service
Manager II	15	2	1	1	One representation was upheld based on MQRIC statement
Police Constable in the Malta Police Force 13.1.23	125	5	4	1	One representation was upheld based on qualification
Manager II (Academy for Disciplined Forces) 17.2.23	7	1	0	1	One representation was upheld based on qualification
1 st Line Border Control Officer	58	2	0	2	Both representations were upheld on the basis of the presented qualification
Manager I (Human Rights Directorate) 12.5.23	21	2	1	1	One representation upheld based on years of service
Assistant Manager (Human Rights Directorate)	14	1	0	1	One representation was upheld since applicant's position was in a different stream
Police Constable in the Malta Police Force 19.5.23	122	6	6	0	
Systems Administrator in the Information Management Unit	13	1	1	0	
Manager II (Human Resources)	12	1	1	0	

Ministry for Home Affairs, Security, Reforms and Equality (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Manager II (Academy for Disciplined Forces) 25.8.23	7	1	1	0	
Police Inspector in the Malta Police Force (External 22.9.23)	24	1	1	0	
Police Inspector in the Malta Police Force (Internal 22.9.23)	22	6	6	0	
Officer in Grade 12 (Assistant Conducts Officer)	12	1	1	0	
Manager II (Support Directorate)	4	1	1	0	
Total	490	37	25	12	

Ministry for Tourism					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Public Cleansing Officer	14	2	2	0	
Heavy Plant Driver (Group IV) 6630	12	1	1	0	
Motor Transport Driver (Group III), Cleansing	60	1	1	0	
Labourer (through Jobsplus)	180	1	1	0	
Manager II (Project Management)	7	1	1	0	
Heavy Plant Driver (Group IV) 7261	46	2	2	0	
ICT and Business Analyst in the Information Management Unit	4	1	1	0	
Manager II	6	1	1	0	
Total	329	10	10	0	

Ministry for the Environment, Energy and Enterprise					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Manager II	9	1	1	0	
Operations Manager	3	1	1	0	
Senior Manager	7	1	1	0	
Manager I (Strategic Communications Unit)	4	1	1	0	
Senior Agricultural Officer	3	1	1	0	
Manager II (Accounting and Finance)	11	1	0	1	Representation upheld on the basis of applicant's qualification
Assistant Manager	10	1	1	0	
Senior Manager	13	1	1	0	
Senior Manager (Project Management)	5	1	1	0	
Total	65	9	8	1	

Ministry for Finance and Employment					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Senior Systems Analyst in the Information Management Unit	4	1	1	0	
Total	4	1	1	0	

Ministry for Education, Sport, Youth, Research and Innovation					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Supply Learning Support Educator (5645 - 20.1.23 - 6.2.23)	43	7	7	0	
Supply Learning Support Educator (5559 - 16.12.22 - 30.12.22)	22	1	1	0	
Teacher - Post-Secondary (Philosophy) (5312-23.5.22-19.5.23)	3	1	1	0	
Technician/Senior Technician (Science) to serve in Malta (5535 - 11.10.22 - 24.1.23)	11	1	1	0	
Supply Teacher - Secondary/Post-Secondary (Chinese) (5204 - 23.5.22 - 19.5.23)	3	1	1	0	
Learning Support Educator (5646 - 20.1.23 - 6.2.23)	38	2	2	0	
Technician/Senior Technician (Science) to serve in Gozo (5643 - 20.1.23)	9	3	3	0	
Qualifying Exam (no 'O' Levels) for Supply Learning Support Educator (5577 - 11.11.22)	115	7	6	0	One representation closed since applicant did not present required information
Part-Time Adult Education Quality Assurance and Accreditation Co-ordinator (5663 - 27.1.23)	9	1	1	0	
Part-Time Adult e-Learning Programme Co-ordinator (5664 - 27.1.23)	8	1	1	0	
Precincts Officer (5644 - 20.1.23)	22	4	4	0	
Teacher - Secondary/Post-Secondary (Religion) (5679 - 10.2.23 - 19.5.23)	2	1	1	0	
Learning Support Educator (5649 - 6.2.23 - 24.3.23)	98	2	2	0	
Supply Teacher - Primary Education (Migrant Induction Programme) (5655 - 25.1.23 - 1.3.23)	7	1	0	1	Representation upheld on the basis of the qualification presented

Ministry for Education, Sport, Youth, Research and Innovation (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Supply Teacher - Secondary (Personal, Social and Career Development) (5541 - 18.10.22 - 13.1.23)	5	1	1	0	
Assistant Manager in the Office of the Permanent Secretary (5674 - 9.2.23)	11	2	2	0	
Customer Care Assistant (5689 - 17.2.23)	44	3	3	0	
Psychologist (5426 - 9.12.22 - 17.3.23)	3	1	1	0	
Teacher - Secondary (ALP - Art & Design) (5318 - 23.5.22 - 19.5.23)	7	1	1	0	
Supply Teacher (Special Education - Physical Education) (5260 - 23.5.22 - 19.5.23)	11	1	0	0	Representation closed since applicant admitted he was unable to communicate in the MT language and withdrew representation
Teacher - Primary Education (General) (5710 - 17.3.23 - 19.5.23)	14	3	3	0	
Supply Learning Support Educator (5701 - 3.3.23 - 15.3.23)	19	1	0	1	Representation upheld on the basis of qualification
Supply Teacher - Secondary/Post-Secondary (Physical Education) (5220 - 23.5.22 - 13.4.23)	36	1	1	0	
Supply Teacher - Primary Education (General) (5715 - 23.3.23 - 28.4.23)	8	3	3	0	
Teacher (Early Childhood Education and Care) (5622 - 21.12.22 - 28.4.23)	15	4	4	0	
Technician/Senior Technician (Science) to serve in Gozo (5707 - 17.3.23)	8	1	1	0	
Teacher - Secondary/Post-Secondary (Biology) (5282 - 23.5.22 - 28.4.23)	4	2	1	1	One representation was upheld on the basis of qualification presented

Ministry for Education, Sport, Youth, Research and Innovation (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Supply Teacher - Secondary/Post-Secondary (Mathematics) (5458 - 7.9.22 - 24.4.23)	6	1	1	0	
Supply Teacher - Post-Secondary (Computing and/or IT) (5397 - 23.5.22 - 28.4.23)	6	1	1	0	
Supply Teacher - Primary (Migrant Induction Programme) (5697 - 1.3.23 - 28.4.23)	6	1	0	1	Representation was upheld on the basis of the qualification presented
Teacher - Secondary (Ethics) (5267 - 23.5.22 - 28.4.23)	11	1	0	1	Representation conditionally upheld pending proof of completion of studies
Supply Teacher - Secondary (ALP - Personal and Beauty Care) (5249 - 23.5.22 - 28.4.23)	7	1	0	1	Representation upheld on the basis of the qualification presented
Supply Teacher - Secondary (ALP - Gardening) (5236 - 23.5.22 - 28.4.23)	1	1	1	0	
Supply Teacher - Secondary (Health and Social Care) (5188 - 23.5.22 - 28.4.23)	17	1	0	1	Representation upheld based on qualification presented
Supply Teacher - Secondary (ALP - Multimedia) (5248 - 6.5.22)	2	1	1	0	
Supply Teacher - Secondary (Science) (5488 - 22.9.22 - 28.4.23)	3	1	1	0	
Supply Teacher - Secondary (ALP - Personal and Beauty Care) (5330 - 23.5.22 - 28.4.23)	4	2	2	0	
Supply Teacher - Post-Secondary (Systems of Knowledge) (5234 - 23.5.22 - 28.4.23)	6	1	0	1	Representation conditionally upheld pending presentation of documents at interview stage
Assistant Manager (HR) (5752 - 14.4.23)	12	1	0	1	Representation upheld on the basis of the qualification presented

Ministry for Education, Sport, Youth, Research and Innovation (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Supply Teacher - Secondary/Post-Secondary (French) (5890 - 28.4.23 - 16.5.23)	1	1	0	1	Representation upheld on the basis of the qualification presented
Teacher - Primary Education (General - ECEC) (5784 - 28.4.23 - 16.5.23)	58	1	1	0	
Teacher - Special Education (Physical Education) (6019 - 16.5.23 - 31.5.23)	4	2	2	0	
Supply Learning Support Educator (5731 - 30.4.23 - 15.5.23)	25	1	1	0	
Supply Learning Support Educator (5731 - 30.4.23 - 15.5.23)	25	1	1	0	
Supply Teacher - Primary Education (General - ECEC) (5783 - 28.4.23 - 16.5.23)	14	3	3	0	
Teacher - Secondary Education (ALP - Customer Care and Sales) (5846 - 28.4.23 - 16.5.23)	3	1	1	0	
Teacher - Secondary Education (ALP - Electrical Installation and Basic Electronics) (5847 - 28.4.23 - 16.5.23)	2	1	0	1	
Teacher - Secondary Education (ALP - Plumbing) (5850 - 28.4.23 - 16.5.23)	1	1	1	0	
Technician/Senior Technician (Science) to serve in Malta (5706 - 14.3.23 - 22.5.23)	4	1	1	0	
Teacher - Secondary/Post-Secondary (Physical Education) (5824 - 28.4.23 - 16.5.23)	21	4	1	2	One representation was closed since Board scheduled interview date; Two representations were upheld on the basis of qualifications presented
Supply Learning Support Educator (5732 - 15.5.23 - 30.5.23)	30	2	2	0	

Ministry for Education, Sport, Youth, Research and Innovation (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Supply Teacher - Secondary Education (ALP - Hairdressing and Beauty) (5187 - 23.5.22 - 28.4.23)	7	1	0	1	Representation upheld since applicant had the required qualification
Learning Support Educator (5650 - 24.3.23 - 16.6.23)	105	3	3	0	
Supply Teacher - Primary Education (General - ECEC) (5943 - 16.5.23 - 24.6.23)	20	4	4	0	
Teacher - Primary Education (General - ECEC) (5942 - 16.5.23 - 28.6.23)	18	4	3	1	One representation was upheld on the basis of applicant's qualifications
Teacher - Secondary/Post- Secondary (Physical Education) (5983 - 16.5.23 - 26.6.23)	6	2	1	1	One representation was upheld on the basis of the qualification
Manager II (6113 - 16.6.23)	12	1	1	0	
Motor Transport Driver (Group III) to serve in Gozo (6102 - 2.6.23)	13	2	2	0	
Supply Teacher - Post-Secondary Education (Systems of Knowledge) (6073 - 16.5.23 - 10.7.23)	3	1	0	1	Representation upheld since applicant submitted the required qualification certification
Teacher to serve in the European School in Brussels (5937 - 28.4.23)	12	1	0	0	Representation closed since Proficiency Test results could not be contested with the Commission
Assistant Manager (6106 - 9.6.23)	12	1	0	1	Representation upheld on the basis of the qualification presented
Head of Department (European Studies) (6108 - 9.6.23)	9	1	1	0	
Supply Teacher - Primary Education (General - ECEC) (6121 - 28.6.23 - 17.7.23)	9	3	2	0	1 late application not considered
Teacher - Secondary/Post-Secondary (English) (5971 - 16.5.23 - 31.5.24)	5	1	0	0	Late representation not considered
Supply Teacher - Secondary (PSCD) (6032 - 16.5.23 - 4.8.23)	4	1	1	0	

Ministry for Education, Sport, Youth, Research and Innovation (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Assistant Head of School (Primary) to serve in Malta (6110 - 9.6.23)	108	1	1	0	
Supply Teacher - Secondary/Post-Secondary (Music) (6058 - 16.5.23 - 16.8.23)	8	1	0	1	Representation upheld on the basis of qualifications presented
Precincts Officer (6147 - 28.7.23)	11	1	1	0	
Supply Learning Support Educator (5736 - 15.7.23 - 31.7.23)	35	1	1	0	
Supply Teacher - Primary Education (General - ECEC) (6140 - 17.7.23 - 21.8.23)	11	3	2	0	1 late representation not considered
Supply Teacher - Special Education Resources Centres (General) (6133 - 13.7.23 - 21.8.23)	3	1	0	1	One representation was upheld on the basis of the qualification presented
Teacher - Primary Education (General - ECEC) (6120 - 28.6.23 - 31.5.24)	16	5	5	0	
Supply Teacher - Primary Education (General - ECEC) (6171 - 21.8.23 - 12.9.23)	7	1	1	0	
Technician/Senior Technician (VET) to serve in Malta (6100 - 22.5.23 - 1.9.23)	13	1	0	1	Representation upheld on the basis of the qualification presented
Supply Teacher (Special Education - Resource Centres) (6094 - 16.5.23 - 13.9.23)	9	1	1	0	
Technician/Senior Technician (IT) to serve in Malta (6101 - 22.5.23 - 1.9.23)	9	1	1	0	
Gardener (6191 - 25.8.23)	18	2	2	0	
Part-time Educator in the Multi-Disciplinary Arts Studies (for the 15 MAV College) (6212 - 7.9.23)	15	1	0	0	Representation was closed; selection board reviewed its decision
Tradesman/ Senior Tradesman (Electrician) (6187 - 25.8.23)	14	1	1	0	

Ministry for Education, Sport, Youth, Research and Innovation (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Tradesman/ Senior Tradesman (Drainage) (6180 - 25.8.23)	12	1	1	0	
Tradesman/ Senior Tradesman (Carpenter) (6186 - 25.8.23)	9	1	1	0	
Tradesman/ Senior Tradesman (Plumber) (6188 - 25.8.23)	19	1	1	0	
Tradesman/ Senior Tradesman (Maintenance Works) (6179 - 25.8.23)	63	1	1	0	
Tradesman/ Senior Tradesman (Building/ Construction) (6178 - 25.8.23)	11	1	1	0	
Tradesman/ Senior Tradesman (Plasterer & Painter) (6185 - 25.8.23)	36	1	1	0	
Teacher - Primary Education (General - ECEC) (6219 - 12.9.23 - 31.5.24)	6	1	1	0	
Education Officer (Quality Assurance) (6215 - 7.9.23)	10	1	1	0	
Teacher (to serve in the European School Luxembourg) (6231 - 15.9.23)	6	1	1	0	
Social Worker (6242 - 22.9.23 - 9.10.23)	9	1	1	0	
Supply Teacher - Special Education (General) (6225 - 13.9.23 - 31.5.24)	6	1	1	0	
Supply Teacher - Primary Education (General - ECEC) (6256 - 3.10.23 - 31.5.24)	7	1	1	0	
Senior Manager in the Directorate for Digital Literacy and Transversal Skills (6248 - 29.9.23)	9	3	3	0	
Supply Learning Support Educator (5739 - 31.8.23 - 15.9.23)	18	1	0	1	Representation upheld on the basis of applicant's qualification

Ministry for Education, Sport, Youth, Research and Innovation (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Manager II in the Directorate for Digital Literacy and Transversal Skills (6247 - 29.9.23)	5	1	1	0	
Supply Teacher - Secondary/Post-Secondary Education (Religion) (6217 - 11.9.23 - 26.10.23)	2	1	0	1	Representation upheld on the basis of the qualification presented
Supply Teacher - Primary Education (Migrant Induction Programme) (6221 - 13.9.23 - 31.5.24)	15	1	1	0	
Operations Manager (6253 - 29.9.23)	8	1	1	0	
Supervisor (6238 - 22.9.23)	48	1	0	1	Representation upheld since applicant was a public officer as required in the call for applications
Supply Teacher - Post-Secondary Education (Economics) (6209 - 4.9.23 - 26.10.23)	4	1	1	0	
Part-Time Coach (6241 - 22.9.23)	27	1	1	0	
Manager I (Migrant Learners Unit) (6302 - 13.10.23)	12	1	1	0	
Assistant Foreman (Tile Laying) (6283 - 6.10.23)	2	1	1	0	
Supply Teacher - Secondary/Post-Secondary Education (Social Studies) (6170 - 28.4.23)	11	1	1	0	
Foreman (Tile Laying) (6271 - 6.10.23)	3	1	1	0	
Education Support Practitioner (Career Advisor) (6337 - 3.11.23)	22	1	1	0	
Manager I (Education Resources) (6338 - 3.11.23)	4	1	0	1	Representation upheld on the basis of the qualification presented

Ministry for Education, Sport, Youth, Research and Innovation (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Education Officer (Migrants Unit) (6336 - 3.11.23)	12	1	1	0	
Supply Learning Support Educator (5744 - 12.11.23 - 30.11.23)	12	1	1	0	
Supply Learning Support Educator (5745 - 20.11.23 - 15.12.23)	16	1	1	0	
Total	1,755	167	134	25	

Ministry for Public Works and Planning					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Health and Safety Officer	7	1	1	0	
Tradesman/Senior Tradesman (Spray Painter/ Panel Beater)	5	1	0	1	One representation upheld on the basis of the documentation presented
Gardener	30	1	1	0	
Tradesperson/Senior Tradesperson (Carpenter)	5	1	1	0	
Supervisor	28	2	0	2	Two applicants were deemed eligible since they were in fact public officers
Senior Technical Officer (Works Planning System)	5	1	1	0	
Technical Officer (Construction)	16	1	1	0	
Foreman (Construction)	27	1	1	0	
Tradesperson/Senior Tradesperson (Plasterer and Painter)	7	1	1	0	
Total	130	10	7	3	

Ministry for Justice					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Manager I (Human Resources)	2	1	1	0	
Officer in Grade 10 (Conducts Officer)	16	1	1	0	
Total	18	2	2	0	

Ministry for Active Ageing					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Assistant Manager (within AACC)	13	1	1	0	
Higher Allied Health Practitioner (Speech and Language Pathology)	5	2	0	0	Two late representations were not considered
Allied Health Professional (Physiotherapy)	4	2	1	0	One late representation was not considered
Higher Allied Health Practitioner (Physiotherapy)	17	2	0	2	Both representations were upheld on the basis of the years in service
Higher Allied Health Practitioner (Podiatry)	7	2	0	2	One representation was upheld on the basis of the qualification presented; One representation was closed since application was transferred under the call issued by MFH
Higher Allied Health Practitioner (Occupational Therapy)	14	1	0	1	One representation was upheld on the basis of the number of years of service

Ministry for Active Ageing (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Practice Nurse (Continence)	18	3	3	0	
Manager I	10	1	1	0	
Professional Practice Pharmacist	3	1	1	0	
Executive Allied Health Practitioner (Speech and Language Pathology)	1	1	0	1	Representation upheld on the basis of the qualification presented
Manager II	12	2	1	1	One representation was upheld on the basis of the qualification presented
Assistant Manager	10	1	0	1	Representation upheld since applicant was applying from a different class/stream
Manager II (Residential)	8	1	1	0	
Assistant Manager (HR)	14	1	0	1	Representation upheld on the basis of the qualification presented
Pharmacist on full-time/part-time basis	2	2	1	1	One representation was upheld since applicant satisfied requirements re English proficiency and registration with Pharmacy Council
Fire Team Officer	21	1	0	1	Representation upheld since applicant was public sector employee
Manager I (AACC)	11	1	1	0	

Ministry for Active Ageing (cont...)					
Post/Positions	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Manager II (Communications)	8	1	1	0	
ICT and Business Analyst in the IMU (SVP)	9	1	1	0	
Non-Emergency Transport Aide	11	1	1	0	
Total	198	28	14	10	

Appendix 4 Petitions

* *Nomenclatures denoting the male gender also include the female gender*

Office of the Prime Minister					
Post/Positions	Applicants	Petitions			Remarks
		Total	Not upheld	Upheld	
Manager II (Compliance), Office of the Public Service Commission	2	1	1	0	
Total	2	1	1	0	

Office of the Prime Minister (Malta Public Service)					
Post/Positions	Applicants	Petitions			Remarks
		Total	Not upheld	Upheld	
Advanced Practice Nurse	8	1	1	0	
Total	8	1	1	0	

Office of the Prime Minister (Assistant Director Advisory Committee)					
Post/Positions	Applicants	Petitions			Remarks
		Total	Not upheld	Upheld	
Assistant Director (Quality and Standards in Education)	2	1	1	0	
Assistant Director (People Management), Mater Dei Hospital	2	1	1	0	

Office of the Prime Minister (Assistant Director Advisory Committee) (cont...)					
Post/Positions	Applicants	Petitions			Remarks
		Total	Not upheld	Upheld	
Assistant Director (Government Salaries), P&SD	3	1	1	0	
Total	7	3	3	0	

Ministry for Health					
Post/Positions	Applicants	Petitions			Remarks
		Total	Not upheld	Upheld	
Higher Specialist Trainee (Obstetrics and Gynaecology)	5	1	1	0	
Higher Specialist Trainee (Accident and Emergency)	10	1	1	0	
Medical Physicist (Area Co-ordinator Diagnostic and Interventional Radiology)	4	4	1	0	Process annulled and started afresh. Therefore only 1 petition submitted after the publication of the result of the new process.
Foreman	5	1	1	0	Three petitions were upheld as evidence was provided regarding experience claimed;
Charge Nurse (Mater Dei Hospital)	106	22	16	4	One petition was upheld as petitioner merited additional marks for experience. One petition was submitted late and not considered. One petition was not pursued by candidate

Ministry for Health (cont...)					
Post/Positions	Applicants	Petitions			Remarks
		Total	Not upheld	Upheld	
Charge Nurse (Gozo General Hospital)	20	7	4	2	Two petitions were upheld as evidence was provided regarding experience claimed; One petition submitted after the publication of the revised result and was not considered.
Principal General Practitioner (Primary Health Care)	17	1	1	0	
Chairperson (Clinical Services), Gozo General Hospital	3	1	1	0	
Consultant (Obstetrics & Gynaecology) with special interest in Diabetes in Pregnancy	8	5	1	0	Process annulled and three petitions not considered; one petitioner only requested information on the annulment of the process
House Officer (Foundation Doctor)	249	4	3	1	One petition was upheld, and petitioner was awarded marks for conferences attended
Consultant (General/Internal Medicine) with special interest in Gastroenterology	3	2	0	2	Two petitions were partially upheld
Consultant (Emergency Medicine), at GGH and MDH	3	1	0	1	Petition was partially upheld, and candidate awarded marks for Experience in Specialty. No Revised Result was published as decision had no impact on the outcome of the result.
Higher Allied Health Practitioner (Medical Laboratory Science)	69	15	13	2	Two petitions were upheld; candidates awarded additional marks for qualifications
Higher Allied Health Practitioner (Radiography)	48	2	1	1	One petition was partially upheld and was awarded marks for qualification
Higher Allied Health Practitioner (Physiotherapy)	51	5	5	0	

Ministry for Health (cont...)					
Post/Positions	Applicants	Petitions			Remarks
		Total	Not upheld	Upheld	
Staff Nurse/Staff Nurse (Mental Health) in the MPS	101	2	1	0	One petition was partially upheld and awarded additional marks for experience; No revised result issued since change would not impact ranking
Higher Allied Health Practitioner (Audiology)	2	1	1	0	
Higher Allied Health Practitioner (Speech and Language Pathology)	25	3	2	0	One petition was withdrawn by petitioner
Higher Allied Health Practitioner (Occupational Therapy)	34	2	2	0	
Senior Nursing Manager	11	1	1	0	
Practice Nurse (Public Health)	6	1	1	0	
Charge Midwife	22	2	2	0	
Basic Specialist Trainee (General Surgery)	18	1	0	0	Late petition not considered
Medical Physicist (Area Coordinator Radiation Oncology)	4	1	1	0	
Basic Specialist Trainee (Anaesthesia and Intensive Care)	22	2	2	0	
General Practitioner Trainee	50	7	7	0	
Pharmacist on full-time/part-time basis	3	1	1	0	
Basic Specialist Trainee (Emergency Medicine)	38	1	1	0	
Consultant (Obstetrics & Gynaecology) with special interest in Minimally Invasive Surgery	8	2	2	0	
Basic Specialist Trainee (Public Health Medicine)	14	5	2	3	Three petitions were partially upheld since petitioners merited marks for courses/taster week/relevant award

Ministry for Health (cont...)					
Post/Positions	Applicants	Petitions			Remarks
		Total	Not upheld	Upheld	
Psychology Practitioner	15	2	2	0	
Practice Nurse (Infection Control), RHKG	5	2	0	2	Two petitions were upheld
Psychology Assistant	27	1	1	0	
Basic Specialist Trainee (General/Internal Medicine)	64	9	8	0	One petition was withdrawn by petitioner
Total	1,052	118	86	19	

Ministry for Home Affairs, Security, Reforms and Equality					
Post/Positions	Applicants	Petitions			Remarks
		Total	Not upheld	Upheld	
Assistance and Rescue Officer in the Civil Protection Department	206	8	8	0	
Police Constable in the Malta Police Force	51	1	1	0	
Assistant Commissioner of Police	15	4	4	0	
Station Officer in the Civil Protection Department	21	3	0	0	Process annulled and petitions not considered
Superintendent of Police	20	5	0	0	Still in progress by 31 December 2023
Total	313	21	13	0	

Ministry for Finance and Employment					
Post/Positions	Applicants	Petitions			Remarks
		Total	Not upheld	Upheld	
Senior Accountant	2	1	1	0	
Accountant II, Office of the CfR	3	1	1	0	
Total	5	2	2	0	

Ministry for Justice					
Post/Positions	Applicants	Petitions			Remarks
		Total	Not upheld	Upheld	
Manager II (Accounting & Finance)	1	1	1	0	
Total	1	1	1	0	

Ministry for Education, Youth, Sport, Research, and Innovation					
Post/Positions	Applicants	Petitions			Remarks
		Total	Not upheld	Upheld	
Head of Department (Health and Safety)	6	1	0	1	Partially upheld as marks were to be awarded for qualifications. However, no Revised Result was issued since change in marks would not make a difference to the outcome
Kindergarten Educator	149	15	15	0	
Supply Teacher (English)	2	1	1	0	
Teacher (Primary Education General/ECEC)	48	1	1	0	
Teacher - Secondary/Post-Secondary Education (History)	1	1	1	0	
Head of Department (European Studies)	5	2	2	0	

Ministry for Education, Youth, Sport, Research, and Innovation (cont...)					
Post/Positions	Applicants	Petitions			Remarks
		Total	Not upheld	Upheld	
Supply Teacher - Post-Secondary Education (Systems of Knowledge)	3	1	1	0	
Head of Department (Physical Education)	1	1	0	0	Late petition not considered
Assistant Manager (National Sport School)	3	1	1	0	
Assistant Head of School (Primary) to serve in Malta	91	14	11	3	Three petitions were upheld, and petitioners were awarded marks for additional Qualifications
Assistant Head of School (Secondary/Post-Secondary)	59	8	8	0	
Tradesman/Senior Tradesman (Plumber)	6	1	1	0	
Manager I (Logistics Unit), People Management	3	1	1	0	
Part-Time Educator (Multi-disciplinary Arts Studies)	11	2	2	0	
Supervisor	29	1	0	0	Petitioner withdrew petition
Psychology Assistant	21	1	0	0	Still in progress by 31 December 2023
Total	438	52	45	4	

Ministry for Public Works and Planning					
Post/Positions	Applicants	Petitions			Remarks
		Total	Not upheld	Upheld	
Supervisor	9	1	1	0	
Total	9	1	1	0	

Ministry for the National Heritage, the Arts and Local Government					
Post/Positions	Applicants	Petitions			Remarks
		Total	Not upheld	Upheld	
Senior Manager (Project Management)	1	1	0	0	
Total	1	1	0	0	

Ministry for Active Ageing					
Post/Positions	Applicants	Petitions			Remarks
		Total	Not upheld	Upheld	
Charge Nurse (AACC)	45	1	1	0	
Charge Nurse (SVP)	44	3	3	0	
Higher Allied Health Practitioner (Physiotherapy)	14	3	0	0	Three petitions discontinued as selection process annulled and started afresh
Higher Allied Health Practitioner (Occupational Therapy)	10	3	2	0	One petition discontinued as selection process annulled and started afresh
Consultant Geriatrician	4	1	0	0	Still pending at end of 31 December 2023
Total	117	11	6	0	

Post/Positions	Applicants	Petitions			Remarks
		Total	Not upheld	Upheld	
Chief Scientific Officer	1	1	1	0	
Manager (Paying Agency)	5	1	0	0	Candidate withdrew petition
Total	6	2	1	0	

Appendix 5 List of Tables & Diagrams

Table 1: Representations - Distribution by Ministry

Table 2: Petitions - Distribution by Ministry

Table 3: Disciplinary Action Taken by Heads of Department

Table 4: Recommendations Concerning Criminal Cases

Table 5: Recommendations Concerning Disciplinary Cases

Table 6: Breakdown of Penalties by Ministry

Diagram 1: Nature of Petitions

Diagram 2: Disqualifications

Diagram 3: Disciplinary Action by Heads of Department (Minor Cases)

Diagram 4: Disciplinary Action by Heads of Department (Serious Disciplinary Cases)

Diagram 5: Disciplinary Action by Heads of Department (Serious Disciplinary Cases Leading to Dismissal)

Diagram 6: Expenditure 2020 - 2023

Appendix 6

Acronyms

OPM	Office of the Prime Minister
OPM (MPS)	Office of the Prime Minister (Malta Public Service)
OPM (SAAC)	Office of the Prime Minister (Senior Appointments Advisory Committee)
OPM (ADAC)	Assistant Director Advisory Committee
MFH	Ministry for Health
MHAL	Ministry for the National Heritage, the Arts and Local Government
MFET	Ministry for Foreign and European Affairs & Trade
MSPC	Ministry for Social Policy and Children's Rights
MAFA	Ministry for Agriculture, Fisheries, and Animal Rights
MEFL	Ministry for the Economy, European Funds and Lands
MTIP	Ministry for Transport, Infrastructure and Capital Projects
MGOZ	Ministry for Gozo
MHSR	Ministry for Home Affairs, Security, Reforms and Equality
MFT	Ministry for Tourism
MEEE	Ministry for the Environment, Energy and Enterprise
MFE	Ministry for Finance and Employment
MEYR	Ministry for Education, Sport, Youth, Research and Innovation
MFED	Ministry for Education
MPWP	Ministry for Public Works and Planning
MFJ	Ministry for Justice
MFAA	Ministry for Active Ageing