



PUBLIC SERVICE
COMMISSION

KUMMISSJONI DWAR IS-SERVIZZ PUBBLIKU



Annual Report
2024

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Abstract

This 65th 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 on matters relating to appointments, removal from Office, and the exercise of disciplinary control in the Public Service during 2024.

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 year, 2024, brought to closure the second year of the term of this Commission which is now in its third and last year of its regulatory function. Indeed, this year brought many challenges with it, foremost of which was that of appointing a new Executive Secretary in July 2024 to take over this very important role. The Public Service Commission (PSC) would like to express its sincere appreciation to Ms Moira Attard for the dedication and professional service during her term as Executive Secretary, and welcome Dr Myrna Azzopardi to take over this role. The Commission is confident that the experience gained by Dr Azzopardi, through her previous positions within the Public Service, will facilitate the continuation of the executive function of this role in an efficient manner.

The PSC Appointments Regulations were amended in 2024 to establish a Central Standing Selection Panel to provide a central human resource with the necessary knowledge and experience in the selection and appointments process. This central panel will help to streamline and simplify the appointment of Selection Boards and increase the potential of human resources for this process across all Ministries. It is also pertinent to note the introduction of a new policy where successful candidates for a selection process are allowed to provide the relevant qualification for eligibility within one year from date of appointment. This would allow potential candidates who are in their final stages of obtaining the necessary qualifications, to successfully complete their courses and studies. These measures are expected to increase the potential for recruitment and retention of qualified officers within the Public Service.

In view that the PSC is entrusted by the Constitution to consider appeals where aggrieved candidates feel that the principles of merit and equity were not upheld in the selection and appointments process, an Instrument of Delegation was signed on 12 November 2024 delegating powers regarding re-employment and reinstatement of persons favourably considered by the Re-Employment and Reinstatement Committee, to further ensure that the Commission retains an objective stance when considering appeals in this regard.

Furthermore, it was decided that the declaration regarding pending disciplinary or criminal proceedings or prior convictions, as well as the Certificate of Conduct, are to be provided only prior to appointment,

rather than at application stage. The PSC believes that such personal sensitive details of individuals are only to be processed when absolutely necessary in line with data protection principles.

It is pertinent to note that to safeguard an efficient public appointment process upholding the principles of merit and equity, dedicated officers within this Office, carried out 171 compliance checks to identify shortcomings in the selection and appointment process. The Commission expects that when Permanent Secretaries are informed about these shortcomings, action is taken as appropriate to have measures in place to improve the integrity of the process in line with the regulations and established procedures.

With regard to disciplinary proceedings instituted by Heads of Department against public officers, the Commission continued to deal with appeals in accordance with the Disciplinary Regulations brought into force in October 2023. A good number of appeals led to providing opportunities for oral hearings to observe the natural process of justice by affording all the rights to all the parties concerned in each case. The Commission directed that when Permanent Secretaries act as Heads of Departments in terms of the Disciplinary Regulations and issue the statement of charges, all powers assigned to them during the disciplinary procedure are to be invariably referred to the next higher level of authority, meaning the Principal Permanent Secretary.

The term for this Commission expires in July 2025 and we would like to thank all employees carrying out their duties within the Office of the Public Service Commission under the guidance of the Executive Secretary. The year 2025 also marks the sixty-fifth anniversary of the establishment of the Public Service Commission of Malta as a constitutional body. The Commission augurs that the regulatory framework will continue to be upheld in collaboration with all authorities, especially with the People and Standards Division within the Office of the Prime Minister, to ensure an efficient and effective Public Service to strengthen good governance and deliver the necessary public services to Maltese society at large.

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 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 49 sittings and convened 39 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 Malta, acting on the advice given by the Prime Minister after consultation with the Leader of the Opposition.

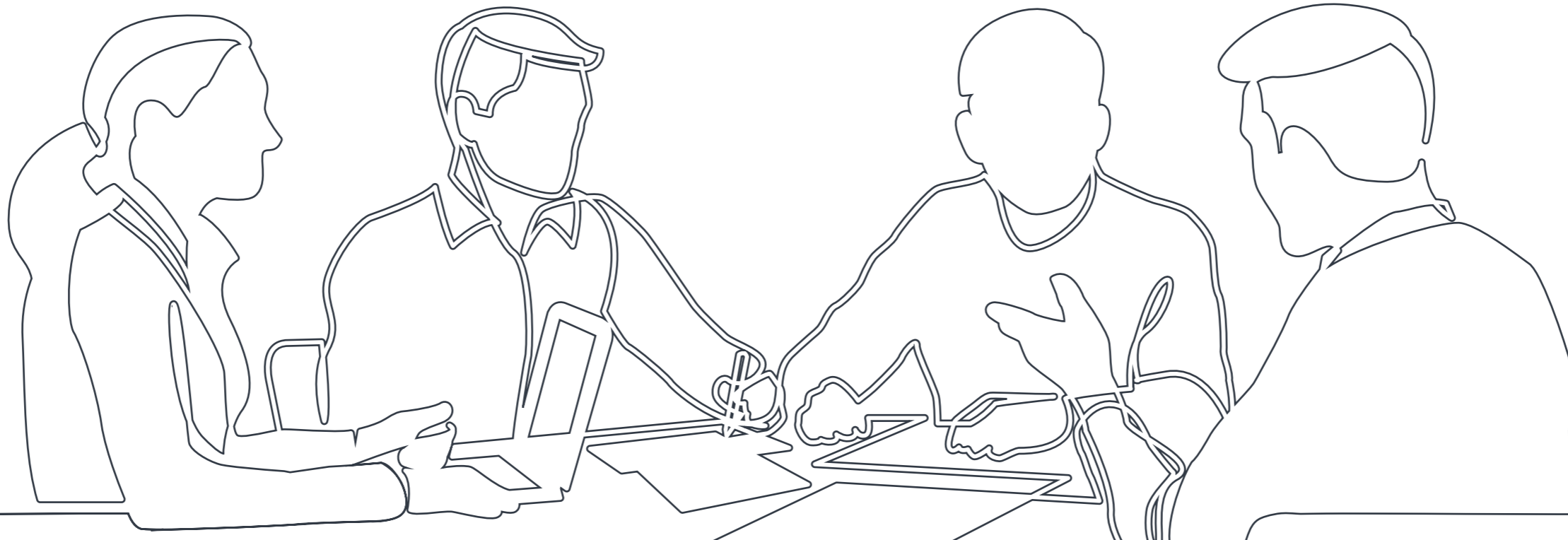
The Office of the Commission

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 July 2024, a new Executive Secretary was appointed.

In 2024, 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 2023. Furthermore, a dedicated system was developed to strengthen a systematic approach towards knowledge retention of past decisions taken by the Commission.

Investment in the HR capabilities was sustained during 2024, with the recruitment of one Manager II (Compliance) and the return of one manager II from long leave. This recruitment continued to strengthen 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.

Information on the staff complement and the total expenditure incurred in the running of the Office of the Public Service Commission for the year 2024 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. However, 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 2024 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, suppression or annulment of 31 calls for applications or selection processes.

Representations Submitted in Terms of Regulation 23

During this reporting year, a total of 337 calls for applications were contested through representations submitted by applicants who were deemed ineligible by the respective Selection Boards. These calls for applications attracted 8,747 applicants.

In this regard, the Commission received 755 representations from applicants, in terms of Regulation 23 (1) of the Public Service Commission Appointments Regulations, signifying a 34% increase from the number of representations considered in 2023. In 2024, the Commission also treated four representations that were pending processing as on 31 December 2022. The representations submitted represented 8.6% of applicants who submitted applications under the contested calls for applications.

As on 31 December 2024, eight representations remained pending before the Commission.

After investigating the representations received, the Commission ruled in favour of 135 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 18% 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	No of applicants for posts/positions	Representations
OPM	8	94	9
OPM (MPS)	11	2,688	253
OPM (SAAC)	4	14	4
OPM (ADAC)	3	16	3
OPM-MEES	5	39	8
MFET	17	266	23
MHAL	14	183	19
MSPC	4	29	4
MAFA	18	244	29
MEEP	1	5	1
MGOZ/MGP	4	88	10
MHSR/MHSE	14	468	27
MTP	5	377	10
MEEE/MEER	25	248	31
MFIN	5	95	8
MEYR	108	1,294	148
MLI	1	5	1
MJR	4	39	4
MFH/MHA	68	2,076	133
MFAA/MHA	4	179	13
MTIP/MPWP	14	300	17
Total	337	8,747	755*

Notes: (1)* 8 of the representations were still in progress as on 31 December 2024
(2) * 4 of the representations started in 2023 but concluded in 2024

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 agreed that, in view of their performance, two public officers were confirmed in their appointment as Higher Technician following the lapse of both their probationary periods.

Petitions Submitted in Terms of Regulation 24

The Commission treated a total of 101 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 a decrease of 53% when compared to the preceding year.

As on 31 December 2024, six petitions remained pending.

The petitions concerned a total of 62 contested selection processes and represented circa 8% 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 seven instances.

Fifteen petitions were not considered for justified reasons. 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, followed by experience. It is to be noted that petitions may raise more than one issue regarding the nature of the petition.

Diagram 1: Nature of Petitions

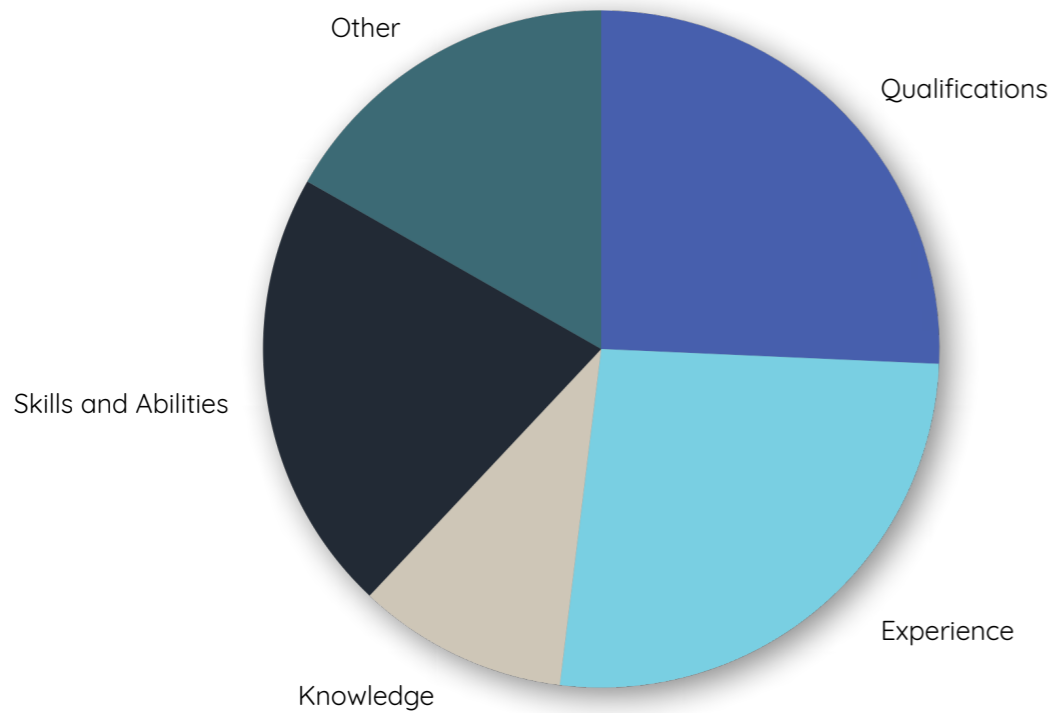
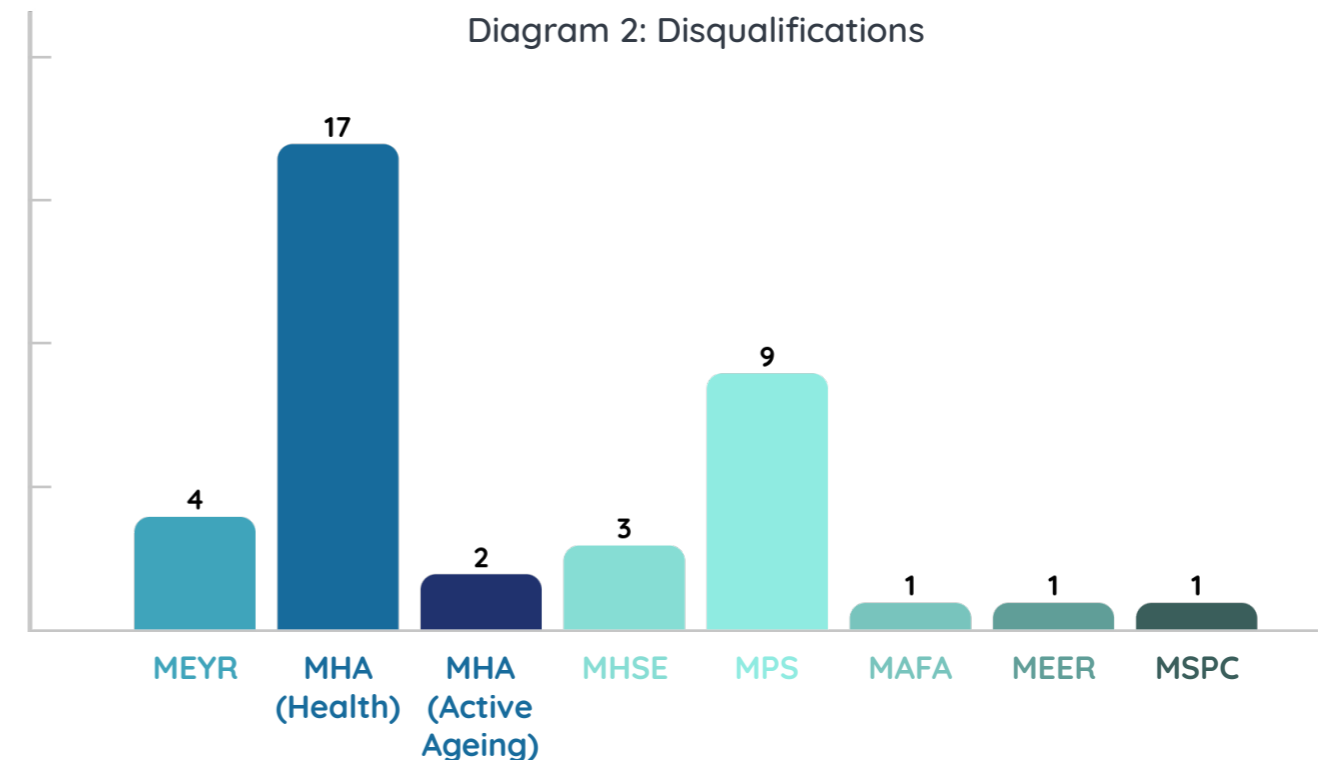


Table 2: Petitions – Distribution by Ministry

Ministry	Contested Selection Processes	Interviewed Candidates	Petitions
OPM (MPS)	3	360	8
OPM (SAAC)	2	7	2
OPM (ADAC)	4	8	4
OPM-MEES	1	55	4
MHAL	1	6	1
MAFA	2	16	2
MGP	1	4	1
MHSR/MHSE	3	87	7
MEYR	20	175	27
MJR	1	3	1
MFH/MHA	20	551	39
MFAA/MHA	2	10	2
MTIP/MPWP	2	7	3
Total	62	1,289	101

Power of the Commission to Disqualify Candidates in Terms of Regulation 20

Diagram 2: Disqualifications



The Commission disqualified 38 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, 81, concerned the extension of the probationary period. Three notified officers filed an appeal before the Commission after being notified accordingly. The Commission did not uphold any of these appeals. One appeal which was initiated in 2023 was concluded in 2024 and not upheld.

The other 11 notifications issued concerned the termination of the probationary period. The Commission received eight appeals concerning such notifications which could lead to the termination of the appointment of the officials concerned. During 2024, the Commission processed another appeal that had remained pending from the previous year, which was not upheld. One appeal remained pending as on 31 December 2024.

Regulation 32: Revocation of Appointments

In 2024, the Commission received and recommended three requests for the revocation of appointment of public officers, 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 235 recommendations to the Prime Minister in terms of Article 110 of the Constitution. These 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, reversion to previous grades, revocation of appointments, and re-employment/reinstatement.

The Commission also submitted its advice to the Prime Minister on 19 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 Malta.

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

Notifications

The Commission issued 99 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 so as 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
- 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 with a view to clarifying matters that were of concern to the Commission.

During the reporting year, a total of 171 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 2023.

As a result of the Compliance Monitoring exercise conducted in 2024, a total of 404 infringements were identified.

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. 2024 marked the first full calendar when the Public Service Commission Disciplinary Regulations, 2023 (SL.Const. 07) were in force.

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 45 cases were concluded in terms of action taken by Heads of Department in accordance with the Public Service Commission Disciplinary Regulations.¹

Table 3: Disciplinary Action Taken by Heads of Department

Ministry	Minor Disciplinary Charges	Serious Disciplinary Charges	Serious Disciplinary Charges leading to dismissal
MAFA	1	4	0
MEEP	0	1	0
MHSE	7	2	6
MEEC	0	1	1
MEYR	0	4	6
MJR	0	1	0
MHA - Health	0	4	3
MHA - Active Ageing	0	4	0
Total	8	21	16

Notes: ¹ This includes cases which commenced in 2023 but were concluded in 2024

Diagram 3: Disciplinary Action by Heads of Department in 2024 (Outcome on Minor Disciplinary Cases)

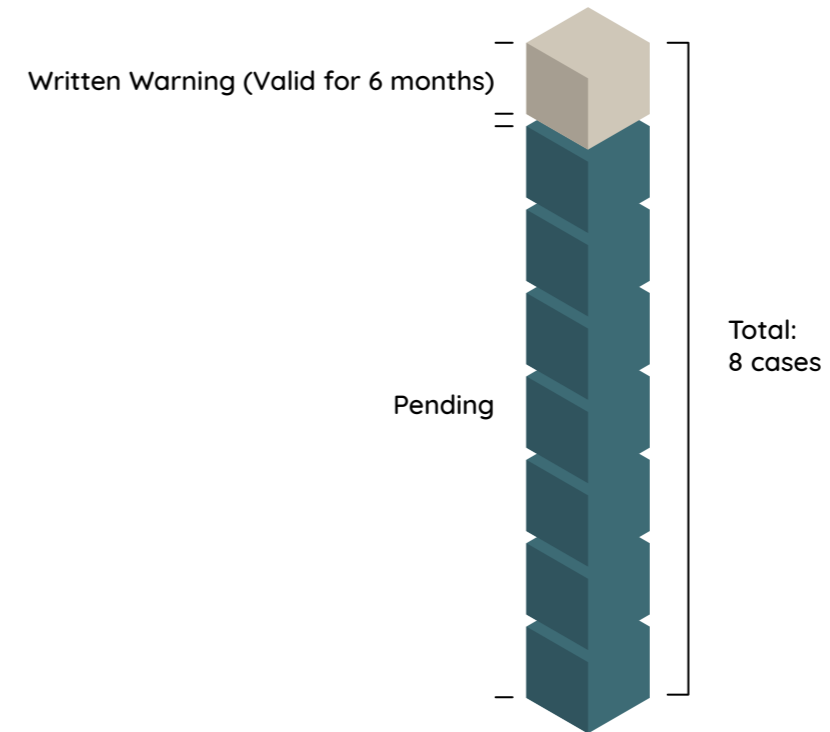


Diagram 4: Disciplinary Action by Heads of Department in 2024 (Outcome on Serious Disciplinary Cases)

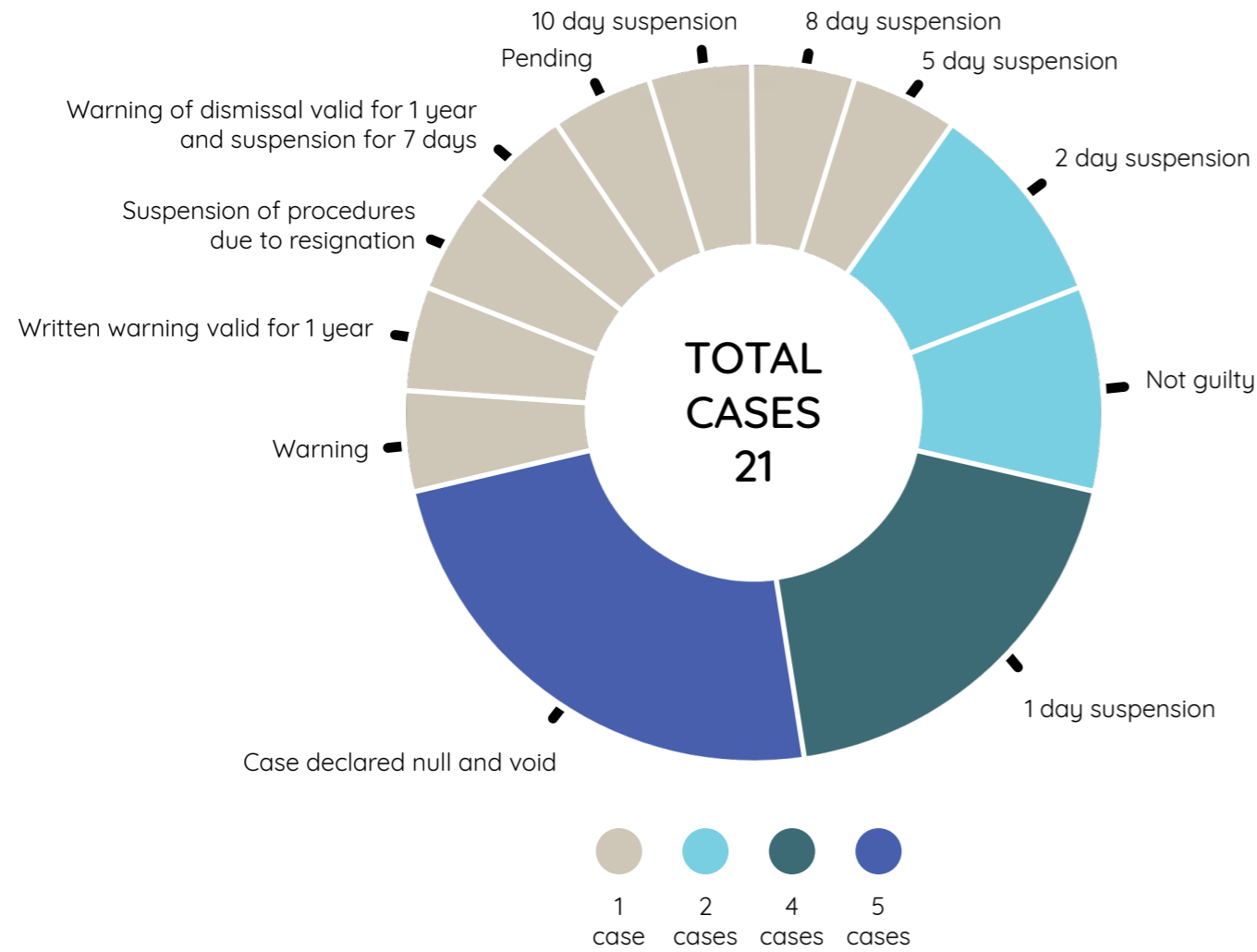
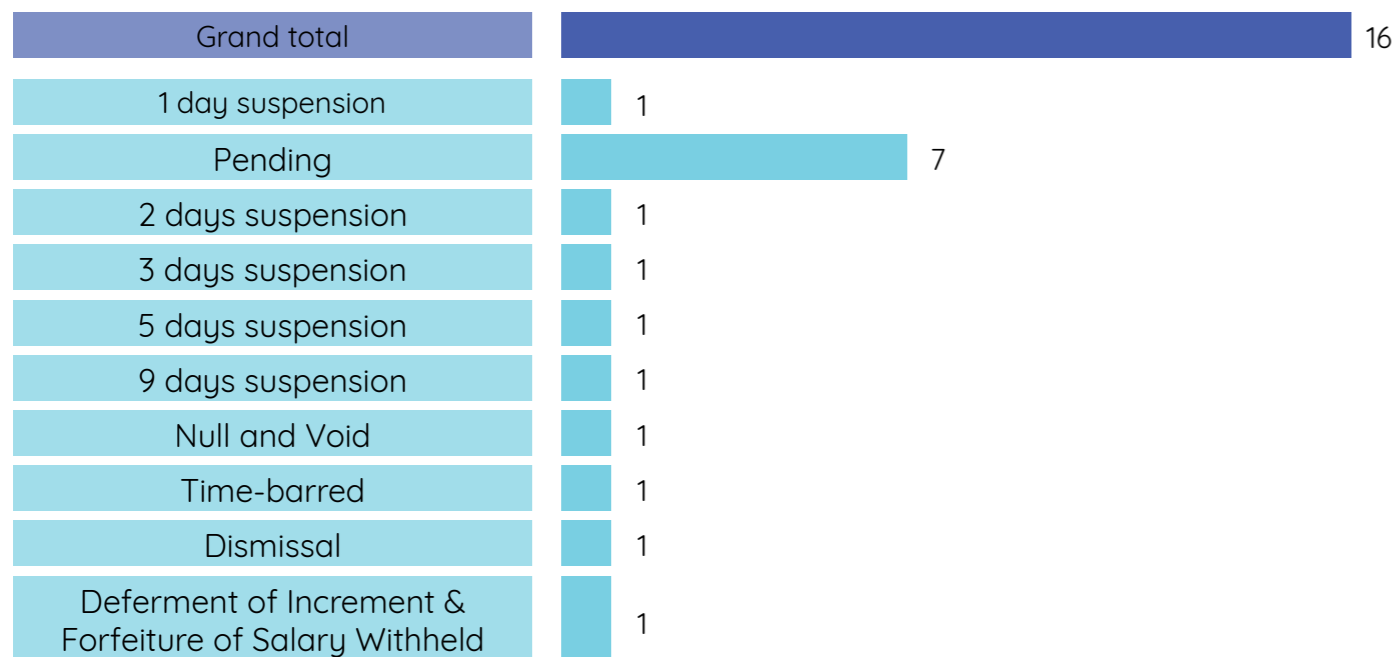


Diagram 5: Disciplinary Action by Heads of Department in 2024 (Outcome on Serious Disciplinary Cases Leading to Dismissal)



In terms of Regulation 23(2) of the Public Service Commission Disciplinary Regulations, when the Head of Department had given notice to the officer charged that the charges could lead to dismissal, the case is referred to the Public Service Commission, even if the officer is not found guilty of the charges. The outcomes of such cases in 2024 are outlined below.

Disciplinary Cases Involving Criminal Proceedings against Public Officers

During 2024 the Commission made the following recommendations to the Prime Minister in respect of 70 cases involving criminal proceedings against public officers:

Table 4: Recommendations made by the Public Service Commission to the Prime Minister concerning criminal cases

Lifting of precautionary suspension before conclusion of proceedings without prejudice to any further disciplinary action or penalties	50
PSC action following a “guilty” verdict by the Courts:	
Dismissal	1
Warning of dismissal (valid for 2, 3 and 6 months, 1, 2 and 3 years)	10 ⁽¹⁾
Forfeiture of salary withheld during the period of precautionary suspension	1 ⁽²⁾
Suspension without pay for 5 days	1
No penalty	3 ⁽³⁾
Restitution of rights following no institution of criminal proceedings or a “not-guilty” verdict by the Courts	
Lifting of precautionary suspension and refund of salary withheld during the period of precautionary suspension.	3
Refund of salary withheld during the period of precautionary suspension	1
Total	70

Notes:

⁽¹⁾ In three of these cases the Commission recommended also the lifting of the precautionary suspension and the forfeiture of the salary withheld during the period of precautionary suspension. In another two cases the salary withheld during the period of precautionary suspension was also forfeited.

⁽²⁾ The Commission recommended also the lifting of the precautionary suspension.

⁽³⁾ In one of these cases the Commission also revoked its past recommendation for the precautionary suspension (at the time, known as ‘interdiction’ in terms of previous Disciplinary Regulations) of the officer concerned.

Additionally, the Commission submitted the following recommendations to the Principal Permanent Secretary, as the Head of the Public Service, in terms of the Instrument of Delegation signed on 11 July 2023, in respect of 5 cases involving criminal proceedings against public officers.

Table 5: Recommendations made by the Public Service Commission to the Principal Permanent Secretary concerning criminal cases

Revocation of Precautionary Suspension imposed by the Head of Department		2
Lifting of precautionary suspension before conclusion of proceedings without prejudice to any further disciplinary action or penalties		1
PSC action following a “guilty” verdict by the Courts:	Suspension without pay for 2 days	1
	No penalty and refund of salary withheld during precautionary suspension	1
Total		5

Oral Hearings

The Public Service Commission Disciplinary Regulations, 2023 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 10 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 or the Head of the Public Service, as the case may be.

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.

In both the above instances, regulations 27 and 29, if the Commission is of the opinion that the appeal merits consideration, it shall give an opportunity to the officer charged and to the Head of Department to make oral representations.

Moreover, in terms of Regulation 30, any person who had been penalised under the Disciplinary Regulations, may petition 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 orally.

Another instance where the Commission may, at its discretion, give the opportunity of an oral hearing is when public officers appeal to the Public Service Commission 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, 2023.

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

During 2024, the Commission convened 25 oral hearings.

Disciplinary Cases Leading to Dismissal and Appeals

During 2024, the Commission considered 24 disciplinary cases which were referred to it in terms of:

1. Regulation 23(2) of the Public Service Commission Disciplinary Regulations, 2023, where the officers concerned had been notified that the charges, if proved, could lead to their dismissal;
2. Regulation 27 of the Public Service Commission Disciplinary Regulations, 2023, where the officers involved appealed against a finding of guilt and any corresponding penalty imposed by the Head of Department or where the officers could prove that there had been a gross disregard of the procedures laid down in the Regulations which prejudiced their interests;
3. Regulation 29 of the Public Service Commission Disciplinary Regulations, 2023, where the Head of Department was dissatisfied with the proceedings or findings of a Disciplinary Board; and
4. Regulation 32 of the Public Service Commission Disciplinary Regulations, 2023, 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 the following recommendations to the Prime Minister:

Table 6: Recommendations made by the Public Service Commission to the Prime Minister concerning disciplinary cases

Dismissal	2
Lifting of precautionary suspension, forfeiture of salary withheld during the period of precautionary suspension and deferment of an increment	1
Definite suspension without pay (for 1, 2, 5, 8 and 9 days)	8
Findings of the Disciplinary Board not confirmed. Officer found not guilty	1
Lifting of precautionary suspension and refund of salary withheld during the period of precautionary suspension	1
Disciplinary proceedings declared null and void	2
Revocation of decision taken by Head of Department following absence without leave	3
Total	18

Moreover, the Commission submitted the following recommendations to the Principal Permanent Secretary, as the Head of the Public Service, in terms of the Instrument of Delegation signed on 11 July 2023, in respect of 6 cases involving disciplinary proceedings against public officers.

Table 7: Recommendations made by the Public Service Commission to the Principal Permanent Secretary concerning disciplinary cases

Disciplinary proceedings withdrawn, pending the outcome of criminal investigation	1
Disciplinary proceedings declared null	3
Suspension without pay for 3 days	1
Revocation of decision taken by Head of Department following absence without leave	1
Total	6

Table 8: Breakdown of Penalties by Ministry

Penalties	MAFA	MEEP	MHSE	MEEC
1 day Suspension				
2 days Suspension				
3 days Suspension				
5 days Suspension	1			
8 days Suspension without Pay				
9 days Suspension				
10 days Suspension	1			
Case declared Null & Void	2		1	
Dismissal			1	
Deferment of Increment & Forfeiture of Salary Withheld			1	
Not Guilty				
Time-Barred				
Pending			10	1
Suspension of procedures due to resignation		1		
Warning of Dismissal valid for 1 year and suspension for 7 days			1	
Written Warning valid for 6 months	1			
Warning				
Written Warning valid for 1 year			1	1
Total	5	1	15	2

Reference back by the Prime Minister

During 2024, the Commission considered a case, which was referred back, in terms of Article 86(1) (a) of the Constitution. The Commission confirmed its decision and re-submitted its original recommendation.

During the year under review, the Commission considered one request for a revision of a past recommendation. Following deliberation, the Commission found no prima facie case for revision.

Review of Past Disciplinary Decisions

Regulation 30 of the Public Service Commission Disciplinary Regulations, 2023 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.

Table 8: Breakdown of Penalties by Ministry

MEYR	MJR	MHA-Health	MHA-AACC	Total	Penalties
3		1	1	5	1 day Suspension
1	1		1	3	2 days Suspension
1				1	3 days Suspension
1				2	5 days Suspension
1				1	8 days Suspension without Pay
1				1	9 days Suspension
				1	10 days Suspension
1		1	1	6	Case declared Null & Void
1				2	Dismissal
				1	Deferment of Increment & Forfeiture of Salary Withheld
		1	1	2	Not Guilty
		1		1	Time-Barred
		3		14	Pending
				1	Suspension of procedures due to resignation
				1	Warning of Dismissal valid for 1 year and suspension for 7 days
				1	Written Warning valid for 6 months
					Warning
				2	Written Warning valid for 1 year
10	1	7	4	45	Total

Selected Issues & Rulings

Policy Matters

Amendments to the Public Service Appointments Regulations

In line with the Public Service Commission Disciplinary Regulations, which came into effect on 1 October 2023, wherein regulations a central Public Service Standing Disciplinary Panel was established so that they may be appointed by Permanent Secretaries across Ministries to serve on Disciplinary Boards, a similar provision was introduced within the Appointments Regulations for selection processes and a parallel central standing selection panel. This measure simplifies the appointment of selection boards and increases potential human resources across all Ministries

Instrument of Delegation Amendments to the Public Service Appointments Regulations.

An Instrument of Delegation as provided for in Article 110 of the Constitution and signed on 12 November 2024, outlined that the power to make appointments to public offices of persons favourably considered by the Committee appointed by the Principal Permanent Secretary for the purpose of evaluating requests for the re-employment of former public officers who had resigned from the Public Service and the re-instatement of public officers who had retired on medical grounds or on grounds of public interest, be delegated to the Permanent Secretary responsible for the central administration of human resources and people management.

Requests from officers who had suspended disciplinary cases prior to their resignation or retirement on medical grounds/ grounds of public interest are still to be referred to the Public Service Commission, as well as any appeals from the decisions made by the Permanent Secretary responsible for the central

administration of human resources and people management.

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

In 2024, 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 included introducing the requirement for Selection Boards to request an acknowledgement, as well as make use of the option to “Request a Delivery Receipt” within the e-mail itself, when communicating with applicants in order to ensure that important emails reach individuals concerned.

The certificate of conduct, as well as the declaration regarding any former or pending disciplinary/ criminal proceedings are to be requested only prior to appointment. The reasoning behind this amendment was to ensure that such sensitive details are only requested when absolutely necessary, in line with data protection principles. Furthermore, in instances where individuals were applying for numerous posts within the Public Service, the former requirement necessitated a certificate of conduct dated within one month of submission. This meant that applicants who applied for various posts throughout the year might need to request more than one certificate of conduct, proving to be an unnecessarily cumbersome requirement for applicants.

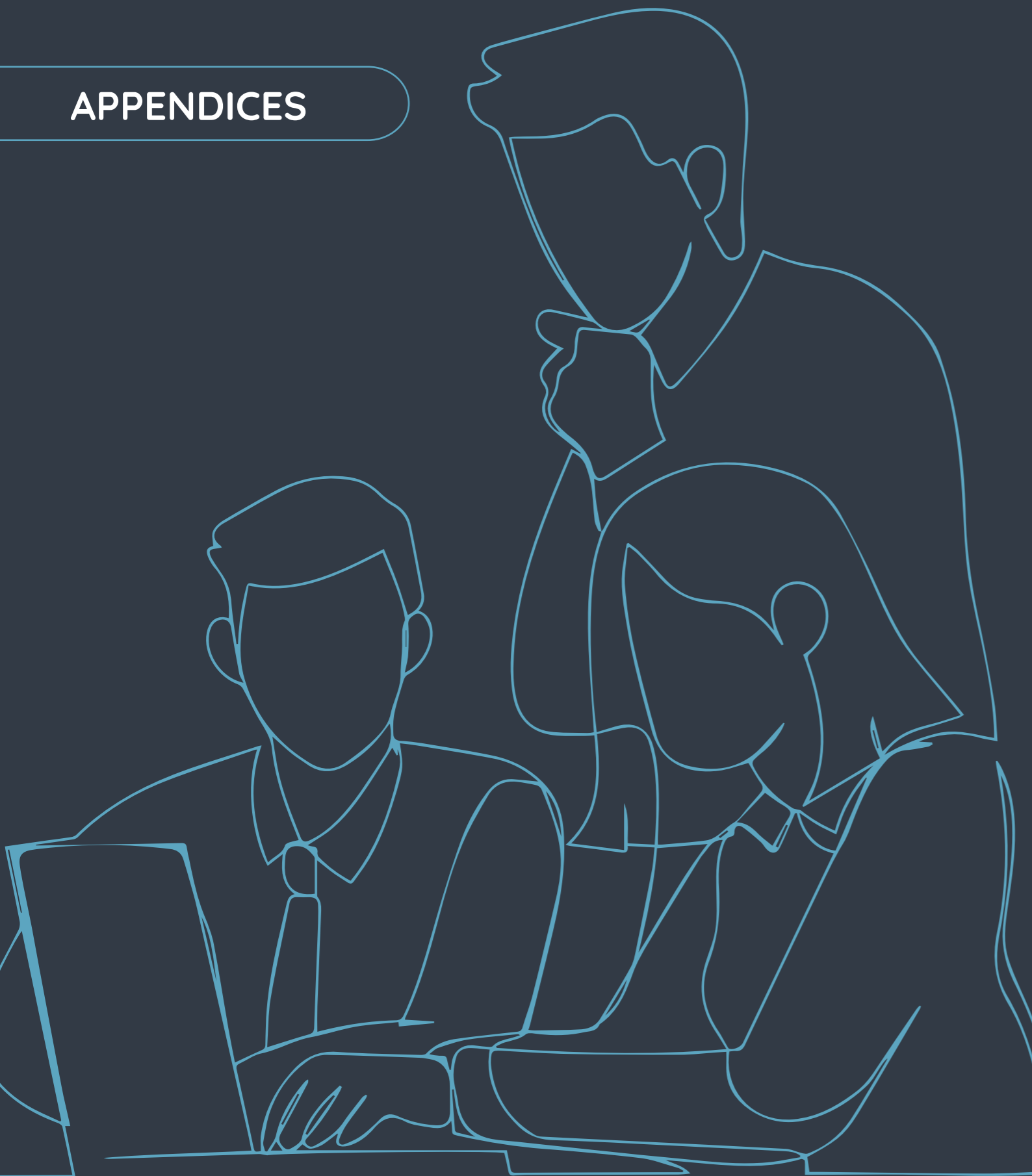
Two new policies were also introduced to increase the potential of recruitment and retention of successful candidates, namely that successful candidates for a selection process are allowed to provide the relevant qualification for eligibility within one year from date of appointment, and that applicants for a selection process are allowed to provide the necessary MQRIC equivalence statement within four months from the closing date of the call for applications.

Finally, amendments were made to reflect the ongoing developments being made within the Recruitment Portal, and calls for applications for designated posts/ positions were updated to include the introduction of Directive 16 on the Governing Framework for Preventing and Managing Conflicts of Interest in the Public Administration.

Provisions in the Manual on Disciplinary Procedures

The amendments made to the Manual on Disciplinary Procedures were merely clarifications to the existing provisions in order to minimise the possibility of misunderstandings and decrease the potential of disciplinary procedures being annulled due to incorrect procedural application. These amendments included emphasis that when a disciplinary board is re-appointed (for example, when one of the members declares a conflict of interest) then the timeframe to hold the first sitting commences from the date that the case is referred to the newly appointed Disciplinary Board.

Furthermore, it was clarified that, in instances where the Permanent Secretary assumes the role of Head of Department in terms of the Public Service Commission Disciplinary Regulations, the Permanent Secretary is invariably to refer all decisions which he would have made in his capacity as Permanent Secretary, under such Regulations, to the next higher-level Authority i.e. the Principal Permanent Secretary. This includes, but is not limited to, instances where the Permanent Secretary is to appoint the Disciplinary Board or approve the extension of timeframes, as outlined in the Regulations.



Appendix 1 The Members of the Commission

Mr Saviour Cachia Chairman

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 2024 stood at 16 and was comprised of public officers in the following posts/positions:

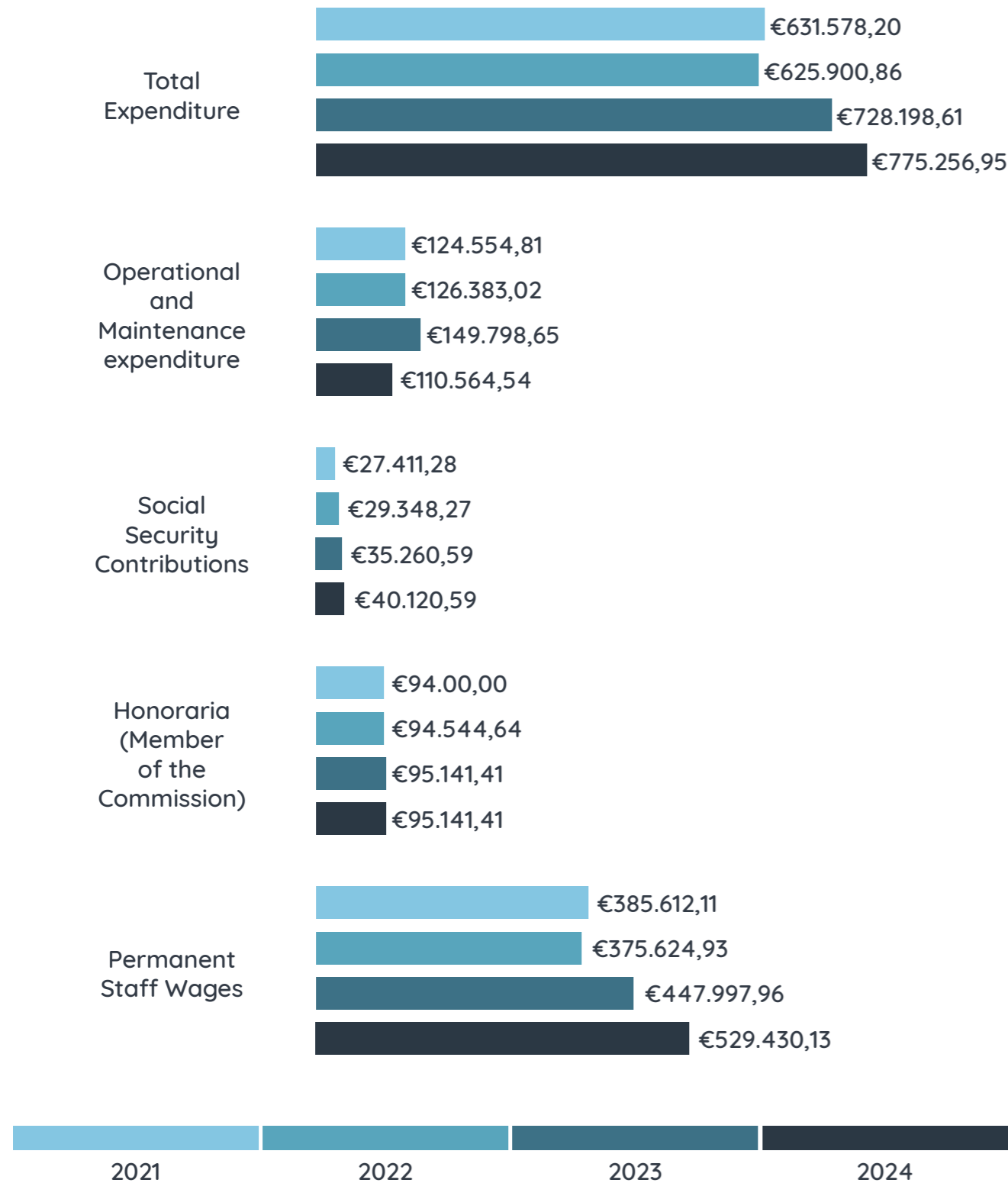
Executive Secretary	1	Assistant Director	2
Manager II	4	Principal Officer	3
Administration Officer	2	Clerical Officer	2
Messenger	2		

Expenditure

During 2024, the total expenditure amounted to €775,256.95, an increase of €47,058.34 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 2021 to 2024 is provided in Diagram 6.

Diagram 6: Expenditure 2021-2024



Appendix 3 Representations

* Nomenclatures denoting the male gender also include the female gender

Office of the Prime Minister					
Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Assistant Manager	5	1	1	0	
Systems Analyst in the Document Management Unit	9	1	1	0	
Senior Manager (Finance & Administration)	12	1	1	0	
Psychology Assistant in the People 360 Unit	33	2	2	0	
Systems Administrator in the Information Management Unit	9	1	1	0	
Senior Systems Administrator in the Information Management Unit	7	1	1	0	
Assistant Manager in the People and Standards Division	7	1	1	0	
Information Officer in the Department of Information	12	1	1	0	
Total	94	9	9	0	

Office of the Prime Minister (Malta Public Service)					
Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Messenger	39	2	1	1	*Applicant provided relevant documentation
CAF for Nurses, Psychiatric Mental Health Nurse and Midwives leading to Senior Staff Nurse/ Midwife (8016)	200	6	6	0	
Clerk	338	44	32	11	*One representation was closed as it was withdrawn by applicant; Five were eligible as they submitted relevant documentation; Four were upheld as they were in possession of required qualification; Two were eligible on condition they obtained qualification by stipulated deadline
Staff Nurse/ Psychiatric Mental Health Nurse (8243)	336	15	12	2	*One representation was late and not considered; two were upheld since they held the required citizenship

Office of the Prime Minister (Malta Public Service)					
Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Staff Nurse/ Psychiatric Mental Health Nurse (8473 (153 applics)/8361 (182 applics))	335	105	95	7	*Two representations were closed and considered as rulings since both applicants wrongly applied under TCN call; One applicant applied twice and had his representation not upheld; Seven were upheld since applicants were in possession of the required qualification
CAF for Nurses, Psychiatric Mental Health Nurse and Midwives leading to Senior Staff Nurse/ Midwife (8670)	154	6	6	0	
ICT Support Officer (on shift basis)	14	2	1	1	*One representation was upheld since applicant submitted valid certificate
Senior ICT Support Officer	8	1	0	1	*One representation was upheld since applicant was in possession of relevant qualification

Office of the Prime Minister (Malta Public Service)					
Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Clerical Officer	504	33	21	11	*One representation was late and not considered; Three representations were upheld as applicants were in possession of both required qualification and experience in grade; Seven were upheld as applicants were in possession of required qualifications; One was upheld as applicant was in possession of required experience in grade
Junior Clerk	493	34	24	5	*Five representations were closed since one was late and not considered, two were called for an interview prior to outcome of representation; one was treated as ruling due to reasonable accommodation and one was treated as query. Four representations were upheld since applicants had the required qualifications; One was upheld on condition qualification was obtained by stipulated deadline

Office of the Prime Minister (Malta Public Service)					
Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Staff Nurse/ Psychiatric Mental Health Nurse (9195)	267	5	4	1	*One representation was upheld as applicant was in possession of residency status
Total	2688	253	202	40	

Office of the Prime Minister (Senior Appointments Advisory Committee)					
Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Director (External Relations), Political, External Relations & European Affairs Division, MFET	5	1	1	0	
Director (Clinical Services), Gozo General Hospital, MHA	3	1	1	0	
Director (Occupational Health and Safety), MHA	2	1	1	0	
Director General (Migration), MHSE	4	1	1	0	
Total	14	4	4	0	

Office of the Prime Minister (Assistant Director Advisory Committee)

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Assistant Director in the Office of the DG (Operations), MGP	10	1	0	1	*One representation was upheld since applicant was in the required grade
Assistant Director in the Office of the PS, MSA	5	1	1	0	
Assistant Director in the Office of the DG (Strategy & Support), Police Department, MHSE	1	1	1	0	
Total	16	3	2	1	

Office of the Prime Minister (European Funds, Equality, Reforms & Social Dialogue)

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Manager I	8	1	0	0	*One representation was cancelled since it was actually a query
Senior Manager (Project Management)	6	3	3	0	
Manager I (Project Management)	11	1	1	0	

Office of the Prime Minister (European Funds, Equality, Reforms & Social Dialogue)

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Manager II (Project Management)	9	2	2	0	
Senior Manager (Human Resources)	5	1	1	0	
Total	39	8	7	0	

Office of the Deputy Prime Minister and Ministry for Foreign and European Affairs and Trade

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Manager II (EUCD)	17	1	1	0	
Security Officer	50	4	3	1	*One representation was upheld since applicant was in the required grade
Manager II, Protocol Directorate	9	1	0	1	*One representation was upheld on condition that applicant would obtain qualification by end stipulated deadline
Manager I (Accounting and Finance)	5	1	1	0	

Office of the Deputy Prime Minister and Ministry for Foreign and European Affairs and Trade

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Senior Manager	20	1	1	0	
Technical Attaché (Administration)	13	1	1	0	
Technical Attaché (Maritime and Aviation)	6	1	1	0	
Technical Attaché (Environment)	15	1	1	0	
Technical Attaché (Education, Youth, Culture and Sport)	12	1	1	0	
Manager II in the EU Coordination Department	14	1	1	0	
Manager I in the EU Coordination Department	12	2	2	0	
Research Analyst (External Relations)	20	1	1	0	
Technical Attaché (External Relations)	17	2	2	0	
Assistant Manager (HR)	17	2	2	0	
Assistant Manager in the Infrastructure and Security Unit	12	1	1	0	

Office of the Deputy Prime Minister and Ministry for Foreign and European Affairs and Trade

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
EU Security Coordinator	20	1	1	0	
Technical Attaché (Maritime and Aviation)	7	1	1	0	
Total	266	23	21	2	

Ministry for the National Heritage, the Arts and Local Government

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Operations Manager	6	1	1	0	
Assistant Manager (8600)	14	2	0	2	*Both representations were upheld as applicants were in possession of the required qualification
Executive Secretary within Local and Regional Councils	45	3	3	0	
Assistant Manager (8672)	20	1	1	0	
Manager I	11	1	1	0	

Ministry for the National Heritage, the Arts and Local Government					
Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Senior Manager (Human Resources) (8954)	6	1	1	0	
Programme Manager (EUI & URBACT) to serve in Gozo	12	1	0	1	*Representation upheld since petitioner was in possession of required qualification
Manager II	10	1	0	1	*Representation upheld since petitioner was in possession of relevant qualification
Assistant Manager (Human Resources) (9174)	15	2	2	0	
ICT and Business Analyst	8	2	2	0	
Senior Manager (Human Resources) (9417)	9	1	1	0	
Assistant Manager (Human Resources) (9545)	17	1	1	0	
Principal Technician	4	1	0	0	*One representation was still pending as on 31.12.2024
Manager II (Accounting & Finance)	6	1	1	0	
Total	183	19	14	4	

Ministry for the Social Policy and Children's Rights					
Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Manager I	7	1	0	1	*One representation was upheld since applicant was assimilated and not appointed as Manager I
Senior Manager	9	1	0	1	*One representation was upheld since applicant was in possession of relevant qualification
Manager II (Compliance)	7	1	1	0	
Assistant Manager	6	1	1	0	
Total	29	4	2	2	

Ministry for Agriculture, Fisheries and Animal Rights					
Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Manager I (7921)	4	1	1	0	*Representation started in 2023 but concluded in 2024

Ministry for Agriculture, Fisheries and Animal Rights

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Senior Manager	11	2	1	0	*One representation was closed since applicant withdrew interest
Scientific Officer	17	3	0	3	*Three representations were upheld since applicants were in possession of required qualification
Manager I (8302)	9	1	1	0	
Agricultural Officer	11	2	2	0	
Principal Scientific Officer	8	1	1	0	
Veterinary Technical Officer (Degree)/ Veterinary Technical Officer (Diploma)	16	2	1	1	*One representation was upheld since applicant submitted relevant documentation
Senior Manager (Paying Agency)	18	1	0	1	*One representation was upheld since applicant needed not be confirmed in current appointment as it was in a different stream

Ministry for Agriculture, Fisheries and Animal Rights

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Assistant Veterinary Technical Officer II	10	1	1	0	
Assistant Project Officer (Paying Agency)	13	1	0	1	*One representation was upheld since applicant was in possession of comparable qualification
Operations Manager	10	2	1	1	*One representation was upheld since applicant was in possession of required qualification
Principal Veterinary Technical Officer	8	3	0	3	*Three representations were upheld on the basis of a Clause in the relevant MoU
Manager (Paying Agency)	24	2	1	1	*One representation was upheld since applicant was in possession of a relevant qualification
Project Officer (Paying Agency)	27	2	2	0	

Ministry for Agriculture, Fisheries and Animal Rights

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Junior Veterinary Officer/Veterinary Officer	11	2	1	1	*One representation was upheld since applicant was in process of obtaining Warrant
Senior Manager	16	1	1	0	
Security Guard	20	1	1	0	
Manager II to serve in Gozo in Agriconnect Project	11	1	0	1	*One representation was upheld since applicant was a public officer as required
Total	244	29	15	13	

Ministry for the Economy, Enterprise and Strategic Projects

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Manager II (Research)	5	1	1	0	
Total	5	1	1	0	

Ministry for Gozo and Planning

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Assistant Foreman	44	2	1	1	*One representation was upheld since applicant was in required Scale
Manager I (Cultural Heritage Directorate)	23	6	5	1	*One representation was upheld since applicant was in possession of a relevant qualification
Senior Manager (Project Management)	13	1	1	0	
Senior Manager (Accounting & Finance)	8	1	0	1	*One representation was upheld on the basis of Gozitans' lateral clause
Total	88	10	7	3	

Ministry for Home Affairs, Security, Reforms and Equality/Ministry for Home Affairs, Security and Employment

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Reserve Police Constable I	37	4	4	0	

Ministry for Home Affairs, Security, Reforms and Equality/Ministry for Home Affairs, Security and Employment

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Manager I (8219)	4	1	1	0	
Police Constable (8195)	121	3	3	0	
Manager I, Migration Directorate (8635)	7	1	1	0	
Police Sergeant	34	2	2	0	
Police Inspector	24	1	1	0	
Manager II (Research)	6	1	1	0	
Police Constable (8811)	121	3	3	0	
Manager II (HR)	10	2	1	1	*One representation was upheld since applicant provided the necessary transcript
Manager I (Data Analysis)	19	4	4	0	
Manager II (Crime Analysis)	22	1	1	0	
Manger I (Forensic Analysis)	48	2	2	0	

Ministry for Home Affairs, Security, Reforms and Equality/Ministry for Home Affairs, Security and Employment

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Assistant Manager (Accounting and Finance)	5	1	1	0	
Manager I (9551)	10	1	0	0	*One representation was pending as on 31.12.2024
Total	468	27	25	1	

Ministry for Tourism & Public Cleanliness

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Technical Officer	12	1	0	1	*Representation upheld as applicant was in possession of the necessary experience
Senior Foreman	22	1	1	0	
Heavy Plant Driver	47	1	1	0	
Labourers (through Jobsplus)	286	6	6	0	
Senior Manager (Research)	10	1	1	0	
Total	377	10	9	1	

Ministry for the Environment, Energy and Enterprise/Ministry for the Environment, Energy and Regeneration of the Grand Harbour					
Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Gardener	6	1	1	0	
Health and Safety Officer	13	1	1	0	
Foreman	10	1	1	0	
Operations Manager	6	1	1	0	
Senior Manager (Project Management) (8339)	9	1	1	0	
Senior Manager (8331)	8	1	1	0	
Security Guard	15	1	1	0	
Manager II (Project Management) (8547)	8	1	0	1	*One representation was upheld since applicant was a confirmed public officer in a different area of specialisation
Warden (Environment) (9735)	24	1	1	0	
Assistant Manager (8844)	18	3	3	0	

Ministry for the Environment, Energy and Enterprise/Ministry for the Environment, Energy and Regeneration of the Grand Harbour					
Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Senior Manager (8803)	22	1	1	0	
Operations Manager (Technical wsi in Maintenance)	2	1	1	0	
Senior Architect and Civil Engineer (8992)	1	1	1	0	
Manager II (Project Management) (8993)	4	1	1	0	
Manager II (Project Management) (9041)	9	1	1	0	
Senior Manager (Project Management) (9095)	8	1	1	0	
Agricultural Officer (Degree)/ Agricultural Officer (Diploma)	17	4	3	1	*One representation was upheld since applicant's qualification was in area applied for
Manager II (9135)	8	1	1	0	
Senior Architect and Civil Engineer (9436)	4	2	1	1	*One representation was upheld since applicant was a public officer
Operative III (Maintenance)	1	1	1	0	

Ministry for the Environment, Energy and Enterprise/Ministry for the Environment, Energy and Regeneration of the Grand Harbour

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Manager I (Project Management)	8	1	1	0	
Senior Manager (9467)	11	1	1	0	
Manager II (Project Management) (9679)	8	1	1	0	
Assistant Manager (9666)	17	1	1	0	
Warden (Environment) (9147)	11	1	0	1	*One representation was upheld as applicant was in possession of additional qualifications
Total	248	31	27	4	

Ministry for Finance and Employment/Ministry for Finance

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Senior Manager	16	1	1	0	
Senior Manager (Accounting and Finance)	12	1	1	0	

Ministry for Finance and Employment/Ministry for Finance

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Assistant Manager	8	2	1	0	*One representation was late and not considered
Scientific Officer	8	1	1	0	
Customs Officer	51	3	3	0	
Total	95	8	7	0	

Ministry for Education, Sport, Youth, Research and Innovation

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Senior Systems Administrator in the IMU (6345)	12	1	1	0	
Supply Teacher (Primary Education - General), ECEC (6342)	4	1	1	0	
Principal Technical Officer (Plastering) (6240)	9	1	1	0	
Supply Teacher (Secondary Education), Science (6343)	5	1	1	0	

Ministry for Education, Sport, Youth, Research and Innovation

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Social Worker (6243)	41	2	2	0	
Senior Manager, Directorate for Digital Literacy and Transversal Skills (6386)	8	1	0	0	*One representation was closed since applicant did not provide proof when asked to
Manager II (Lifelong Learning) (6397)	13	1	0	1	*One representation was upheld since applicant had the required qualification
Head of School (Mainstream to serve in Malta) (6402)	16	2	2	0	
Head of School (Mainstream to serve in Gozo) (6403)	7	1	1	0	
Education Officer (6412)	14	3	3	0	
Operations Manager (6399)	14	3	3	0	
Supply Teacher (Primary Education - General), ECEC (6410)	10	2	2	0	
Teacher (Primary Education - General), ECEC (6394)	9	1	1	0	

Ministry for Education, Sport, Youth, Research and Innovation

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Head of Department (Literacy) (6411)	8	1	1	0	
Supply Teacher (Primary Education - General), ECEC (6460)	5	1	1	0	
Part-time Adult Educator (Maltese Introductory - Essential) (6435)	9	1	1	0	
Manager I, Policy Monitoring and Evaluation Directorate (6427)	7	1	0	1	*One representation was upheld since applicant was in possession of relevant qualification
Senior Systems Administrator in the IMU (6447)	12	1	1	0	
Education Support Practitioner (Early Intervention) (6455)	11	2	1	1	*One representation was eligible on condition that required qualification was attained by stipulated deadline
Supply Teacher (Primary Education - General), ECEC (6508)	2	1	1	0	

Ministry for Education, Sport, Youth, Research and Innovation					
Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Technician/Senior Technician to serve in Malta (6373)	5	2	2	0	
Technical Officer (Science) to serve in Malta (6498)	14	1	0	1	*One representation was upheld as applicant was confirmed in required grade
Part-time Adult Educator (English as a Foreign Language) (6434)	5	1	1	0	
Teacher (Secondary/Post-Secondary Education), Physical Education (6390)	6	1	1	0	
Teacher (Secondary/Post-Secondary Education), Dance (5968)	2	1	1	0	
Teacher (Secondary/Post-Secondary Education), Music (6376)	5	1	1	0	
Manager II (Research and School Internal Review Unit) (6518)	5	1	0	1	*One representation was upheld since applicant was in possession of relevant qualification
Senior Manager (Programme Implementation) (6495)	9	1	1	0	

Ministry for Education, Sport, Youth, Research and Innovation					
Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Teacher (Primary Education - General), ECEC (6462)	7	1	1	0	
Supply Teacher (Primary Education - General), ECEC (6523)	43	6	6	0	
Teacher (Secondary Education), Ethics (6536)	8	1	1	0	
Supply Teacher (Secondary Education), Health and Social Care (6576)	5	1	1	0	
Teacher (Secondary/Post-Secondary Education), Physical Education (6656)	34	1	1	0	
Teacher (Secondary Education - ALP), Art and Design (6505)	5	1	1	0	
Supply Teacher (Secondary/Post-Secondary Education), English (6489)	4	1	1	0	
Supply Teacher (Secondary/Post-Secondary Education), English (6487)	5	1	1	0	

Ministry for Education, Sport, Youth, Research and Innovation

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Supply Teacher (Secondary/ Post-Secondary Education), Italian (6442)	2	1	1	0	
Supply Teacher (Secondary/ Post-Secondary Education), Arabic (5962)	9	1	1	0	
Supply Teacher (Primary Education), Migrant Induction Programme (6441)	8	1	1	0	
Assistant Foreman (Maintenance) (6799)	23	1	1	0	
Supply Teacher (Secondary/ Post-Secondary Education), Italian (6661)	7	1	0	1	*One representation was upheld since applicant provided relevant qualifications
Assistant Technical Officer (Electrician) (6807)	2	1	1	0	
Teacher (Primary Education - General), ECEC (6662)	28	3	3	0	
Supply Teacher (Secondary Education), Hairdressing and Beauty (6323)	3	1	1	0	

Ministry for Education, Sport, Youth, Research and Innovation

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Teacher (Secondary Education), Hairdressing and Beauty (6537)	5	1	1	0	
Supply Teacher (Secondary/ Post-Secondary Education), Physical Education (6770)	8	1	1	0	
Teacher (Secondary/ Post-Secondary Education), Business Studies (6553)	3	1	1	0	
Part-time Coordinator to coordinate the Language to Go classes (6836)	9	1	1	0	
Supply Teacher (Secondary/ Post-Secondary Education), Art (6507)	6	1	1	0	
Supply Teacher (Secondary Education), Hairdressing and Beauty (6528)	8	1	1	0	
Tradesman/ Senior Tradesman (Maintenance Works) (6846)	85	2	2	0	
Teacher (Secondary Education), PSCD (6543)	13	1	1	0	

Ministry for Education, Sport, Youth, Research and Innovation					
Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Teacher (Secondary/ Post-Secondary Education), Art (6551)	17	1	1	0	
Senior Education Support Practitioner (Psychotherapy) (6865)	8	1	1	0	
Manager I (Project Management) (6866)	11	1	1	0	
Technician/Senior Technician (IT) to serve in Malta (6514)	1	1	1	0	
Supply Teacher (Primary Education - General), ECEC (6700)	39	3	2	0	*One representation was closed since applicant was deemed eligible by Board
Assistant Manager, Directorate for EU Affairs, International Relations and Policy Development (6877)	7	1	0	1	*One representation was upheld since applicant was in possession of required qualification
Supply Teacher (Secondary/ Post-Secondary Education), Mathematics (6768)	4	1	1	0	
Supply Teacher (Secondary/ Post-Secondary Education), Religion (6772)	5	1	1	0	

Ministry for Education, Sport, Youth, Research and Innovation					
Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Senior Manager, Office of the Permanent Secretary (6888)	11	2	2	0	
Senior Manager, Projects and Contractual Section (6895)	4	1	1	0	
Manager II, Projects and Contractual Section, Logistic Unit (6894)	5	2	2	0	
Head of School (Resource Centres) (6891)	5	1	1	0	
Supply Teacher (Primary Education), Migrant Induction Programme (6703)	21	1	1	0	
Supply Teacher (Secondary Education), Computing (6707)	2	1	1	0	
Teacher (Primary Education), Migrant Induction Programme (6663)	10	1	1	0	
Manager II, Digital Literacy and Transversal Skills (6902)	11	1	0	1	*One representation upheld since applicant had required qualification

Ministry for Education, Sport, Youth, Research and Innovation

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Manager II (Accounting and Finance) (6892)	2	1	0	0	*One representation was closed since applicant withdrew application
Supply Learning Support Educator (6469)	45	1	1	0	
Supply Teacher (Primary Education - General), ECEC (6899)	17	2	2	0	
Teacher (Secondary/ Post-Secondary Education), Religion (6708)	3	1	1	0	
Engagement of Retired Education Grades to perform Teaching duties (6407)	5	2	2	0	
Early Support Practitioner (Early Intervention) (6949)	35	3	2	1	*One representation was upheld since applicant was in possession of required qualification
Manager I, Education Strategy and Quality Assurance Dept (6950)	19	1	1	0	

Ministry for Education, Sport, Youth, Research and Innovation

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Supply Teacher (Primary Education), Migrant Induction Programme (6933)	11	3	2	1	*One representation was upheld since applicant was in possession of required qualifications
Supply Teacher (Primary Education - General), ECEC (6948)	34	4	4	0	
Supply Teacher (Secondary Education), Science (6725)	7	1	1	0	
Supply Teacher (Secondary/ Post-Secondary Education), Mathematics (6938)	12	1	1	0	
Teacher (Primary Education - General), ECEC (6898)	6	1	1	0	
Teacher (Primary Education - General), ECEC (6954)	7	1	1	0	
Principal Education Support Practitioner (Early Intervention) (6958)	12	1	1	0	
Social Worker (6841)	23	1	1	0	

Ministry for Education, Sport, Youth, Research and Innovation

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Part-Time Educator (Music - Theory & Musicianship) to serve in Gozo (6985)	2	1	0	1	*One representation was upheld since applicant was in possession of required qualification
Part-Time Educator (Music - Pianoforte) to serve in Gozo (6983)	1	1	0	1	*One representation was upheld since applicant was in possession of required qualification
Part-Time Educator (Music - Saxophone) to serve in Gozo (6984)	1	1	1	0	
Teacher (Secondary Education), Ethics (6667)	9	2	0	2	*Two representations were upheld on the basis that they were in possession of the required qualification
Part-time Educator (Dance - Flamenco) (6997)	1	1	1	0	
Teacher to serve in the European School Luxembourg (7028)	8	2	2	0	
Assistant Manager (Project Management) (7006)	10	1	1	0	

Ministry for Education, Sport, Youth, Research and Innovation

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Supply Teacher (Primary Education - General), ECEC (7012)	10	2	2	0	
Supply Teacher (Secondary/ Post-Secondary Education), Chinese (6754)	2	1	1	0	
Supply Learning Support Educator (6472)	27	1	1	0	
Deputy Head of School Primary to serve in Gozo (7027)	28	1	1	0	
Supply Learning Support Educator (6473)	32	1	1	0	
Part-time Coach (Other Sport) (7004)	7	1	0	1	*One representation was upheld on basis that applicant was in possession of required qualification
Learning Support Educator (6511)	74	3	2	1	*One representation was conditionally upheld as applicant claimed to speak Maltese

Ministry for Education, Sport, Youth, Research and Innovation

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Senior Coordinator (Digital Literacy and Transversal Skills) (7070)	19	4	3	1	*One representation was upheld since applicant was in possession of relevant qualification
Supply Teacher (Primary Education - General), ECEC (7101)	4	1	1	0	
Supply Teacher (Secondary Education), Health and Social Care (7118)	2	1	1	0	
Supply Teacher (Primary Education), Migrant (7015)	6	1	0	1	*One representation was upheld since applicant was in possession of necessary qualifications
Systems Administrator in the Information Management Unit (7249)	6	2	0	0	*Two representations were still pending as on 31.12.2024
Systems Administrator in the Information Management Unit (7246)	5	2	0	0	*Two representations were still pending as on 31.12.2024

Ministry for Education, Sport, Youth, Research and Innovation

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Supply Teacher (Secondary/ Post-Secondary Education), Home Economics (6765)	4	1	1	0	
Supply Teacher (Secondary Education), Hospitality (6715)	13	1	1	0	
Senior Manager, Directorate for EU Affairs, International Relations and Policy Development (7080)	7	1	0	1	*One representation was upheld as applicant had more than five years experience
Assistant Manager in the Information Management Unit (7237)	15	1	1	0	
Supply Teacher (Secondary Education), PSCD (7061)	5	1	0	0	*One representation was still pending as on 31.12.2024
Total	1294	148	121	19	

Ministry for Lands and the Implementation of the Electoral Programme

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Senior Manager (Accounting & Finance)	5	1	1	0	
Total	5	1	1	0	

Ministry for Justice and Reform of the Construction sector

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Manager II	8	1	1	0	
Senior Manager (Project Management)	8	1	1	0	
Assistant Manager, Permanent Commission Against Corruption	12	1	0	1	*One representation was upheld since applicant's qualification was relevant to the post
Assistant Manager	11	1	0	1	*One representation was upheld since applicant was in possession of sufficient qualifications
Total	39	4	2	2	

Ministry for Health and Active Ageing/ Ministry for Health/Ministry for Active Ageing

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Allied Health Professional (Medical Laboratory Science) (7721)	9	2	2	0	*Representations started in 2023 but concluded in 2024
Social Worker (7569)	15	1	1	0	
Emergency Ambulance Responder Trainee/ Emergency Ambulance Responder I at Gozo General Hospital (7785) (7233)	117	3	2	1	*One representation was upheld since applicant had submitted the required documents
Senior Nursing Manager in Primary Health (7933)	9	1	0	1	*One representation was upheld since applicant held the required salary scale
Allied Assistant (7801)	8	2	2	0	
Manager I (8095)	2	1	0	1	*One representation was upheld since applicant was assimilated to Manager I and not promoted
Scientific Officer (Embryology) (7549)	10	1	1	0	

Ministry for Health and Active Ageing/ Ministry for Health/Ministry for Active Ageing

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Technical Officer (7474)	17	1	1	0	
Assistant Manager at Gozo General Hospital (7857)	15	1	1	0	
Labourers (through Jobsplus)	294	1	0	0	*One representation was closed since it was actually a ruling
Operations Manager (8353)	5	1	0	1	*One representation was upheld since applicant was in possession of required qualification
Scientific Officer (7756)	3	1	1	0	
Practice Nurse (Acute Oncology) (8499)	25	4	4	0	
Practice Nurse (Infection Control) (8481)	39	2	2	0	
Assistant Manager at the Office of the Permanent Secretary (8616)	5	1	0	1	*One representation was upheld since applicant was in possession of relevant qualification

Ministry for Health and Active Ageing/ Ministry for Health/Ministry for Active Ageing

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Scientific Officer (7513)	14	1	0	0	*One representation was cancelled due to previous Commission decision as requested translated documents were to be provided
Customer Care Assistant (8622)	9	1	1	0	
Assistant Manager (Medical Illustration) (8698)	10	1	0	1	*One representation was upheld since applicant was not given two days to upload missing documentation
Tradesman/ Senior Tradesman (Plasterer and Painter) (8590)	28	1	1	0	
Pharmacist on Full-time/Part-time basis (8569)	12	1	1	0	
Practice Nurse (Practice Development - Adult Surgery) (8690)	17	6	6	0	
Senior Manager (Human Resources) (8402)	4	1	1	0	

Ministry for Health and Active Ageing/ Ministry for Health/Ministry for Active Ageing

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Dental Surgery Assistant (8515)	9	4	4	0	
Assistant Manager (Procurement), CPSU (8789)	12	1	1	0	
Practice Midwife (Intrapartum Care) (8689)	11	4	1	3	*Three representations were upheld since applicants were in possession of relevant qualification
Assistant Foreman (8843)	14	1	0	1	
Principal Technical Officer (8770)	7	1	1	0	
Manager I, Gozo General Hospital (8907) (process annulled)	22	2	1	0	*One representation closed since selection process was annulled and was to start afresh. *One representation was submitted following the re-start of the process.

Ministry for Health and Active Ageing/ Ministry for Health/Ministry for Active Ageing

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Principal Technical Officer (8030)	20	6	4	2	*One representation was upheld since applicant provided the qualification and had the required years of experience; one representation was upheld since applicant had the required years of experience
Allied Assistant (8922)	39	3	3	0	
Assistant Manager (8842)	11	1	0	1	*One representation was upheld since applicant was in possession of relevant qualification
Security Guard (8945)	61	1	0	0	*One representation was closed since applicant withdrew representation
Assistant Manager (9039)	10	1	0	1	*One representation was upheld since applicant was in possession of the required qualification

Ministry for Health and Active Ageing/ Ministry for Health/Ministry for Active Ageing

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Operative IV, Gozo General Hospital (8933)	9	1	0	1	*One representation was upheld since applicant held a comparable grade to what was required
Foreman (8984)	27	1	1	0	
Social Worker (8729)	15	2	2	0	
Manager II (Support Services) at Secondary Healthcare Services (8981)	6	1	1	0	
Senior Manager, Gozo General Hospital (8906)	13	2	1	1	*One representation was upheld since applicant was in possession of the required years of experience in Scale 7
Foreman (Stores) (9021)	22	1	1	0	
Allied Health Professional (Radiography) (9003)	16	1	1	0	
Manager I, Office of the Superintendent of Public Health (9178)	7	1	1	0	

Ministry for Health and Active Ageing/ Ministry for Health/Ministry for Active Ageing

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Assistant Manager (Human Resources) (9158)	11	1	1	0	
Security Officer (9143)	38	2	2	0	
Senior Practitioner (Psychotherapy) (9100)	6	3	3	0	
Manager I (Environmental Health) (9260)	2	1	1	0	
Operations Manager (Technical) (9272)	6	1	1	0	
Assistant Manager (Procurement), CPSU (8887)	34	1	1	0	
Charge Nurse, Gozo General Hospital (9315)	23	1	1	0	
Practice Nurse (Infection Control) (9354)	28	7	7	0	
Allied Assistant (9347)	26	1	1	0	
Allied Health Professional (Medical Laboratory Science) (9230)	11	1	1	0	
Charge Nurse (Mental Health Services) (9391)	50	3	3	0	

Ministry for Health and Active Ageing/ Ministry for Health/Ministry for Active Ageing

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Clinical Chairperson (Primary Healthcare) (9229)	7	1	1	0	
Practice Nurse (Oncology Palliative Care) (9322)	27	5	5	0	
Phlebotomist/ Phlebotomy Technician (9242)	74	2	2	0	
Practice Nurse (Breast Cancer) (9321)	23	2	2	0	
House Officer (Foundation Doctor) (9297)	370	11	4	6	*One representation was closed since applicant applied twice and was indeed eligible; Six representations were upheld since applicants provided letter of intent/ Dean statement
Senior Manager (9363)	11	2	1	0	*One representation was late and not considered
Tradesperson (Joinery and Furniture) (9478)	8	1	1	0	

Ministry for Health and Active Ageing/ Ministry for Health/Ministry for Active Ageing

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Fire Team Officer (9016)	39	5	1	4	*Four representations were upheld on the basis since applicants were in possession of a comparable level of responsibility
Practice Nurse (Practice Development) (9385)	48	2	2	0	
Practice Nurse (Community Care) (9387)	58	3	3	0	
Charge Nurse, Mater Dei Hospital (9289)	123	2	1	1	*One representation was upheld since applicant was a public officer
Scientific Officer (9518)	10	1	1	0	
Assistant Manager (9565)	7	1	0	1	*One representation was upheld on condition that qualification be obtained by stipulated deadline
Assistant Manager (9491)	12	1	0	1	*One representation was conditionally upheld since applicant would have obtained qualification by stipulated deadline

Ministry for Health and Active Ageing/ Ministry for Health/Ministry for Active Ageing

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Technician (Mechanical/Electrical Engineering) (9698)	14	1	0	1	*One representation was upheld since applicant provided qualification certificate
Assistant Manager (Procurement) (9664)	12	1	0	0	*One representation was still pending as on 31.12.2024
Manager II (7920)	4	1	0	1	*One representation was upheld since applicant's qualification was relevant to the post
Manager II (Active Ageing) (9166)	7	1	1	0	
Charge Nurse, Active Ageing & Community Care (9375)	83	4	2	2	*Two representations were upheld on the basis that applicants had the required years of experience
Charge Nurse in St. Vincent de Paul (Acting Ageing) (9379)	85	7	1	6	*Six representations were upheld since applicants had the required years of experience
Total	2255	146	100	39	

Ministry for Transport, Infrastructure and Public Works/Ministry for Public Works and Planning

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Senior Manager (8021)	4	1	0	1	*Representation started in 2023 but concluded in 2024. Representation was upheld since applicant was in possession of relevant qualification
Customer Care Assistant (MPWP)	22	1	0	1	*One representation upheld since applicant provided police conduct certificate
Operations Manager (MPWP)	9	1	1	0	
Senior Foreman (Sprayer/Panel Beater) (MPWP)	6	1	1	0	
Principal Technical Officer (Maintenance) (MPWP)	9	1	0	1	*One representation upheld since applicant was in possession of relevant work experience
Technical Officer (Electrical)	13	1	0	1	*One representation upheld since applicant was in possession of relevant qualification

Ministry for Transport, Infrastructure and Public Works/Ministry for Public Works and Planning

Post/Position	Applicants	Representations			Remarks
		Total	Not upheld	Upheld	
Assistant Technical Officer (Electrical)	10	1	1	0	
Senior Manager (9071)	7	1	1	0	
Labourer (through Jobsplus)	132	3	3	0	
Manager II	5	1	1	0	
Manager II (Research)	6	1	1	0	
Graduate Architect and Civil Engineer/ Junior Architect and Civil Engineer	8	1	1	0	
Operative III	19	1	1	0	
Security Officer	50	2	2	0	
Total	300	17	13	4	

Appendix 4 Petitions

* Nomenclatures denoting the male gender also include the female gender

Office of the Prime Minister (Malta Public Service)					
Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not upheld	Upheld	
Clerk	112	4	3	1	*One petition was upheld and applicant awarded marks for qualification and a revised result published
Staff Nurse/ Psychiatric Mental Health Nurse (full-time/part-time basis)	150	2	2	0	
CAF for Staff Nurses, Psychiatric Mental Health Nurse and Midwife leading to Senior Staff Nurse/ Midwife	98	2	2	0	
Total	360	8	7	1	

Office of the Prime Minister (Senior Appointments Advisory Committee)

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not upheld	Upheld	
Director (Probation and Parole), MHSE	4	1	1	0	
Director General (Strategy and Policy), MTIP	3	1	1	0	
Total	7	2	2	0	

Office of the Prime Minister (Assistant Director Advisory Committee)

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not upheld	Upheld	
Assistant Director (Legal Affairs), MSPC	1	1	1	0	
Assistant Director (Legal Affairs), MEER	1	1	1	0	
Assistant Director (Animal Health and Welfare), MAFA	4	1	1	0	
Assistant Director (Finance) in the Financial Governance and Planning Directorate, MSPC	2	1	1	0	
Total	8	4	4	0	

Office of the Prime Minister (EU Funds, Equality, Reforms and Social Dialogue)

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not upheld	Upheld	
Senior Manager (EU Funds)	55	4	3	1	*One petition was upheld and petitioner awarded additional marks for qualifications; Revised Result published
Total	55	4	3	1	

Ministry for the National Heritage, the Arts and Local Government

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not upheld	Upheld	
Technical Officer (Sites)	6	1	0	0	*Candidate withdrew petition
Total	6	1	0	0	

Ministry for Agriculture, Fisheries and Animal Rights

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not upheld	Upheld	
Project Officer (Paying Agency)	10	1	1	0	
Principal Veterinary Technical Officer	6	1	0	0	*Still pending as on 31 December 2024
Total	16	2	1	0	

Ministry for Gozo and Planning

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not upheld	Upheld	
Senior Manager (Accounting and Finance)	4	1	0	0	*Still pending as on 31 December 2024
Total	4	1	0	0	

Ministry for Home Affairs, Security, Reforms and Equality

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not upheld	Upheld	
Superintendent of Police, MHSR	20	5	4	1	*Was still in progress by 31 December 2023 & concluded in 2024. One petition partially upheld since petitioner was awarded marks for qualifications
Police Inspector, MHSR	8	1	1	0	
Reserve Police Constable (Bandsman), MHSE	59	1	1	0	
Total	87	7	6	1	

Ministry for Education, Sport, Youth, Research and Innovation

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not upheld	Upheld	
Psychology Assistant [6250]	21	1	1	0	*Still in progress by 31 December 2023 & concluded in 2024
Manager II, Directorate for EU Affairs and International Relations [6409]	2	1	1	0	

Ministry for Education, Sport, Youth, Research and Innovation

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not upheld	Upheld	
Head of School (Mainstream) to serve in Malta [6402]	10	1	1	0	
Head of School (Mainstream) to serve in Gozo [6403]	5	3	3	0	
Supply Teacher (Secondary Education) Science [6387]	1	1	1	0	
Education Officer [6412]	3	1	1	0	
Centre Administrator (School of Art) MA Vassalli College [6452]	3	1	1	0	
Head of Department (Global Citizenship Education) [6451]	17	1	1	0	
Assistant Head of School (serving in Resource Centres) [6443]	28	5	4	0	*One petition was not considered further since petitioner failed to substantiate contentions
Assistant Technical Officer (IT) to serve in Malta [6499]	14	1	1	0	
Senior Technical Officer (IT) [6497]	4	1	1	0	

Ministry for Education, Sport, Youth, Research and Innovation

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not upheld	Upheld	
Part-time Co-ordinator to co-ordinate the Language to Go classes [6836]	5	1	1	0	
Teacher (Secondary/ Post-Secondary Education), Music [6570]	6	2	1	1	*One petition was partially upheld; marks should have been awarded to petitioner for qualification but it did not make a material change to the outcome
Teacher (Secondary/ Post-Secondary Education), Home Economics [6566]	5	1	1	0	
Teacher (Secondary Education) Hospitality [6539]	4	1	1	0	
Supply Teacher (Special Education), General [6931]	2	1	1	0	
Teacher (Secondary/ Post-Secondary), Drama/ Theatre Performance [6688]	3	1	1	0	
Education Support Practitioner (Early Intervention) [6949]	13	1	0	0	*Still pending as on 31 December 2024
Senior Manager (Migrant Learners Unit) [6496]	3	1	1	0	

Ministry for Education, Sport, Youth, Research and Innovation

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not upheld	Upheld	
Head of Department (Learning Support Centre) [7011]	26	1	1	0	
Total	175	27	24	1	

Ministry for Justice & Reform of the Construction Sector

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not upheld	Upheld	
Senior Systems Administrator	3	1	1	0	
Total	3	1	1	0	

Ministry for Health and Active Ageing/Ministry for Health/Ministry for Active Ageing

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not upheld	Upheld	
Higher Specialist Trainee (Orthopaedic)	3	1	1	0	
Senior Technical Officer	18	1	1	0	

Ministry for Health and Active Ageing/Ministry for Health/Ministry for Active Ageing

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not upheld	Upheld	
Emergency Ambulance Responder Trainee/ Emergency Ambulance Responder I	55	2	2	0	
House Officer (Foundation Doctor)	221	5	3	0	*2 petitions were not considered as they were late without justification
Principal Technical Officer [8030]	17	5	0	0	*Selection process was annulled and petitions closed
Practice Nurse (Acute Oncology)	2	1	0	1	*Partially upheld; petitioner merited marks for her qualification but since there was no material effect, no revised result was issued
Chief Nursing Manager, Mater Dei Hospital	0	2	0	0	*Process annulled and was to be conducted afresh
Chief Nursing Manager, Gozo General Hospital	0	1	0	0	*Process annulled and was to be conducted afresh
Basic Specialist Trainee (Medical Imaging)	19	3	3	0	
Basic Specialist Trainee (General Surgery)	14	5	4	0	*One petition was late and not considered

Ministry for Health and Active Ageing/Ministry for Health/Ministry for Active Ageing

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not upheld	Upheld	
Basic Specialist Trainee (General/Internal Medicine)	47	1	0	1	*Petition was upheld and awarded marks for qualification. Revised Result not yet issued by 31 December 2024.
Foreman	5	1	1	0	
Security Guard	31	1	1	0	
General Practitioner Trainee	62	4	3	1	*One petition was upheld and awarded marks for qualifications; Revised Result issued.
Supervisor	32	1	1	0	
Clinical Chairperson (Cardiothoracic Surgery)	2	1	1	0	
Clinical Chairperson (Medicine)	2	1	0	0	*Still pending as on 31 December 2024
Manager I (Gozo General Hospital)	9	1	0	0	*Still pending as on 31 December 2024
Principal Technical Officer [8030]	11	1	1	0	

Ministry for Health and Active Ageing/Ministry for Health/Ministry for Active Ageing

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not upheld	Upheld	
Pharmacist	1	1	0	0	*Still pending as on 31 December 2024
Consultant Geriatrician	4	1	0	0	*Still in progress by 31 December 2023 & concluded in 2024
Higher Specialist Trainee (Geriatrics)	6	1	0	0	
Total	561	41	22	3	

Ministry for Transport, Infrastructure and Public Works/Ministry for Public Works and Planning

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not upheld	Upheld	
Operations Manager	2	2	2	0	
Principal Technical Officer	5	1	1	0	
Total	7	3	3	0	

Appendix 5

List of Tables & Diagrams

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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)	Office of the Prime Minister (Assistant Director Advisory Committee)
OPM (MEES)	Office of the Prime Minister (European Funds, Equality, Reforms and Social Dialogue)
MFET	Office of the Deputy Prime Minister and Ministry for Foreign and European Affairs & Trade
MHAL	Ministry for the National Heritage, the Arts and Local Government
MSPC	Ministry for Social Policy and Children’s Rights
MAFA	Ministry for Agriculture, Fisheries, and Animal Rights
MEEP	Ministry for the Economy, Enterprise and Strategic Projects
MGOZ	Ministry for Gozo
MGP	Ministry for Gozo and Planning
MHSR	Ministry for Home Affairs, Security, Reforms and Equality
MHSE	Ministry for Home Affairs, Security and Employment
MTP	Ministry for Tourism and Public Cleanliness
MEER	Ministry for the Environment, Energy and Regeneration of the Grand Harbour
MEEE	Ministry for the Environment, Energy and Enterprise
MFIN	Ministry for Finance
MEYR	Ministry for Education, Sport, Youth, Research and Innovation
MLI	Ministry for Lands and the Implementation of the Electoral Programme
MFJ	Ministry for Justice
MJR	Ministry for Justice and Reform of the Construction Sector
MFH	Ministry for Health
MFAA	Ministry for Active Ageing
MHA	Ministry for Health and Active Ageing
MPWP	Ministry for Public Works and Planning
MTIP	Ministry for Transport, Infrastructure and Public Works



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