



PUBLIC SERVICE
COMMISSION

KUMMISSJONI DWAR IS-SERVIZZ PUBBLIKU



Annual Report

2025

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. ”



Abstract

This 66th 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 2025.



Foreword

Year 2025 marked the end of the term of the Commission which was appointed on 18 July 2022 to carry out its regulatory function in line with the Constitution of the Republic of Malta. A new Commission was appointed in July 2025, confirming four members and welcoming Ms Christine Schembri to join as a new member, replacing Mr Franco Masini. Ms Schembri brought with her great experience of the Public Service operations and senior management functions, having held high positions in the upper echelons of the public administration. The Commission would also like to show its appreciation to Mr Franco Masini for his services rendered to the Commission throughout different terms in which he was appointed as a member, showing diligence and contributing positively towards decisions taken to uphold the principles of merit and equality.

A conference was held on 17 September 2025 under the patronage of the Presidency of the Republic of Malta to commemorate the sixty-fifth anniversary of the establishment of the Public Service Commission of Malta as a constitutional body (1960 – 2025). The conference was also addressed by H.E. Myriam Spiteri Debono, President of the Republic of Malta, who highlighted the importance of the role of the Commission as the guardian of the merit principle across the Public Service. The conference was attended by the Principal Permanent Secretary, Permanent Secretaries and other Heads of Departments dealing directly with the Office of the Commission. This major event was indeed a success which required collective preparation and organisation by the staff of the Office of the Commission, under the able leadership of the Executive Secretary.

The Commission noted that in previous calls for application, a primary eligibility issue was being faced by applicants who obtained pre-2009 qualifications from the University of Malta. Such qualifications were not considered as equivalent to post-2009 qualifications due to different academic frameworks held at that time, putting candidates at a disadvantage when competing with others who attained more recent academic qualifications. This interpretation rendered such applicants to be ineligible in calls for applications. A clarification was therefore issued regarding the recognition of qualifications obtained from the University of Malta prior to 2009. This policy ruling ensures greater transparency and consistency in credential evaluation, to do justice with applicants who may have studied under previous academic frameworks. This clarification was also included in templates for calls for application to ensure greater transparency with applicants.

Extensive clarifications and elaborations were made to the Qualifications Section of the Manual on Selection. Practical examples have been added to facilitate better understanding for Selection Boards and applicants alike. The process for recording interview notes has also been simplified, reducing administrative burden, especially in instances where there is agreement among all members.

Electronic forms were introduced for submitting petitions and representations, improving efficiency and accessibility for applicants. The new e-forms guide users through the required details, streamline the information submitted, and reduce errors or omissions in the process. This update supports a more efficient assessment process and ensures that the factors considered are more consistent and transparent.

The Commission continued to receive a good number of petitions and representations that were investigated. In this process the Commission ensures that arguments and feedback by both parties involved are closely examined and measured against established rules and regulations to reach a just and balanced decision. In this respect, compliance seminars were held to train appropriate staff at line ministries and departments, stressing the importance of observing the rules and regulations in order to be fair and transparent with candidates to uphold the principles of merit and equity. Compliance checks to identify shortcomings in the selection and appointment process were also carried out as a control measure in this process.

Another major responsibility of the Commission concerns disciplinary proceedings instituted by Heads of Department against public officers. The Commission considers appeals in accordance with the Disciplinary Regulations currently in force and ensures that the principles of natural justice are observed by safeguarding the rights of all parties concerned. After reviewing the submissions made by both parties, the Commission normally provides opportunities for oral hearings.

This year, the Commission began a project to acquire new premises, as the increased workload has created logistical challenges in managing its responsibilities effectively. Structural work is currently in progress.

The Commission takes this opportunity to thank the Executive Secretary and the staff employed at our office for their diligent and invaluable work to assist the Commission to fulfil the obligations expected of it under the Constitution of the Republic of Malta.

Saviour Cachia
Chairperson



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The Public Service Commission

Throughout the reporting year, the Commission's composition changed. On 18th July 2025, Mr Saviour Cachia was appointed Chairperson and Ms Marie-Lourdes Grech as Deputy Chairperson, whilst Mr Vincent Piccinino, Mr Carmel Herrera and Ms Christine Schembri were appointed as members. 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 46 sittings and 23 Oral Hearings. The majority of Oral Hearings concerned disciplinary cases.

In 2025, the Commission marked its 65th anniversary and held a commemorative conference under the patronage of H.E. The President of Malta at the Grandmasters' Palace in Valletta on 17 September 2025. The Conference was attended by the Principal Permanent Secretary, Permanent Secretaries, Directors responsible for People Management, former Members of the Commission and former Executive Secretaries, as well as the staff of the Office of the Commission. Prof Edward Warrington delivered a presentation on the history of the Commission followed by a moderated panel discussing the role of the Commission in today's Public Service.

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 the Public Service Commission General Regulations. The Executive Secretary is vested with the legal and judicial representation of the Commission and heads the Office of the Commission.

In 2025, 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 2024. Furthermore, a dedicated system was developed to strengthen a systematic approach towards knowledge retention of past decisions taken by the Commission.

In 2025, the Office also undertook an extension of its premises to accommodate the growing operational needs of the Commission, with particular reference to training initiatives related to compliance checks conducted. These additional premises will provide easily available and tailored resources to regularly invite public officers involved in selection processes to attend dedicated seminars and training on the relevant rules and regulations.



Selection and 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 2025 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 considered the withdrawal, suppression or annulment of 41 calls for applications or selection processes.

Representations Submitted in Terms of Regulation 23

During this reporting year, a total of 386 calls for applications were contested through representations submitted by applicants who were deemed ineligible by the respective Selection Boards. These calls for applications attracted 10,959 applicants.

In this regard, the Commission received 851 representations from applicants, in terms of Regulation 23 (1) of the Public Service Commission Appointments Regulations, signifying a 12.7% increase from the number of representations considered in 2025. The representations submitted represented 7.8% of applicants who submitted applications under the contested calls for applications.

As on 31 December 2025, 31 representations remained pending before the Commission.

After investigating the representations received, the Commission ruled in favour of 168 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	No of applicants for posts/positions	Representations
OPM	8	182	11
OPM (MPS)	9	2629	161
OPM (SAAC)	8	47	8
OPM (ADAC)	6	16	6
OPM-ES	3	33	3
MFT	12	210	24
MAFA	15	272	20
MHAL	9	120	11
MCLG	4	92	6
MEYR	153	2380	295
MSPC	1	9	1
MEEP	2	10	2
MIV	1	9	1
MGP	7	217	8
MHSE	21	1509	98
MEEC	19	217	22
MFIN	5	153	16
MFI	1	45	1
MJR	4	43	4
MHA	91	2651	146
MTIP	7	115	7
Total	386	10959	851

Notes: (1)* 31 of the representations were still in progress as on 31 December 2025

(2) * 8 of the representations started in 2024 but concluded in 2025

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 an investigation carried out in terms of this Regulation in 2025, the Commission confirmed the eligibility of a first-placed candidate in a selection process.

Petitions Submitted in Terms of Regulation 24

The Commission treated a total of 109 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 7.9% when compared to the preceding year.

As on 31 December 2025, 25 petitions remained pending.

The petitions, which concerned a total of 62 contested selection processes attracting a total of 1,545 interviewed candidates, represented circa 7.06% of the candidates interviewed in the contested selection processes.

The Commission upheld or partially upheld three petitions.

Twelve 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 knowledge and qualifications. It is to be noted that petitions may raise more than one issue regarding the nature of the petition.

Diagram 1: Nature of Petitions

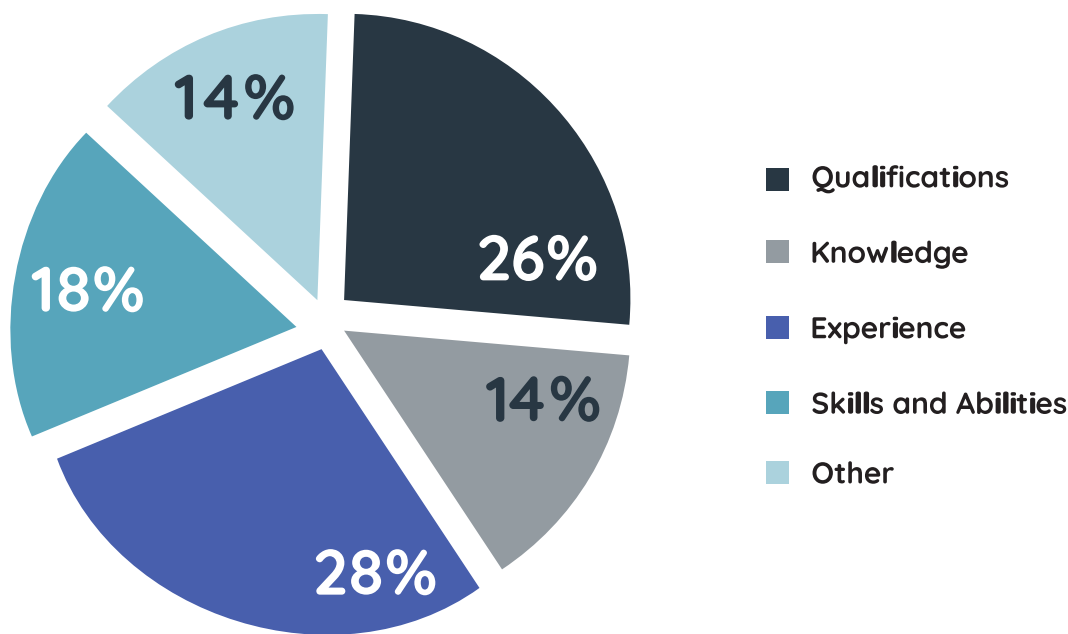
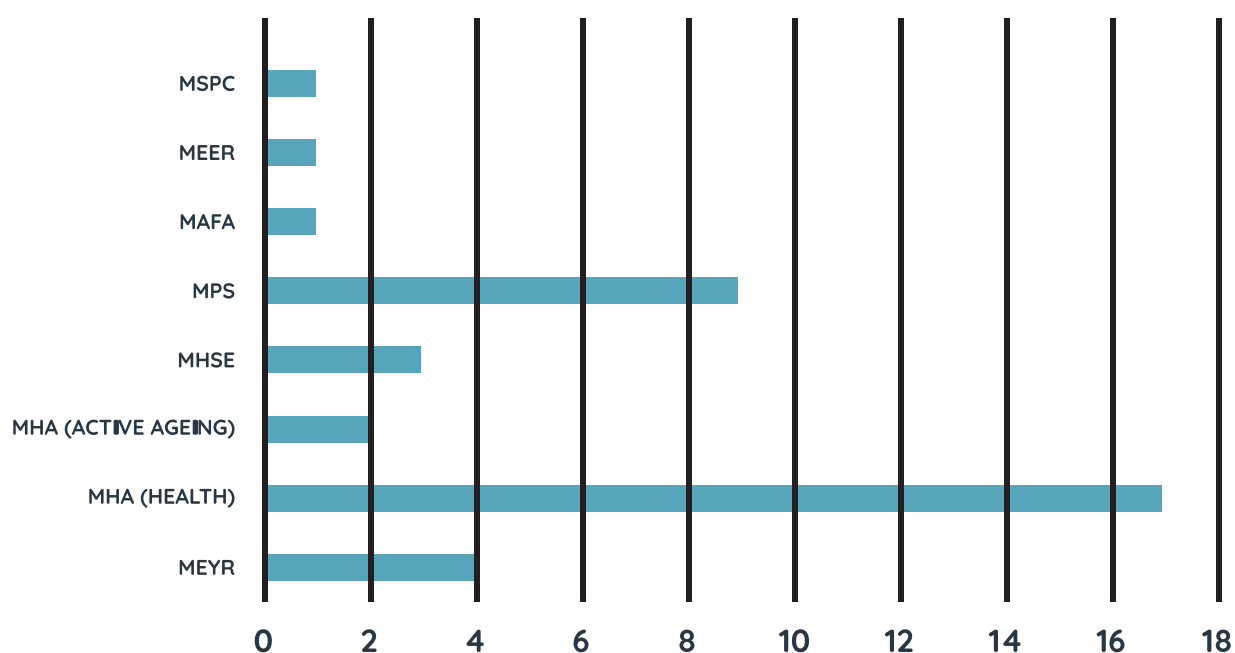


Table 2: Petitions: Distribution by Ministry

Ministry	Contested Selection Processes	Interviewed Candidates	Petitions
OPM	1	7	2
OPM (MPS)	2	239	4
OPM (ADAC)	1	6	1
MFT	1	23	2
MAFA	1	6	1
MCLG	1	1	1
MEYR	16	155	20
MSAA	1	1	1
MGP	2	10	2
MHSE	3	149	4
MFIN	1	7	1
MFI	1	29	1
MHA (Health)	26	698	58
MHA (Active Ageing)	5	214	11
Total	62	1545	109

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

Diagram 2: Disqualifications



The Commission disqualified 25 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 180 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, 173, concerned the extension of the probationary period. Six notified officers filed an appeal before the Commission after being notified accordingly. Two were upheld due to administrative shortcomings by the respective ministries.

The other seven notifications issued concerned the termination of the probationary period. The Commission received four appeals concerning such notifications which could lead to the termination of the appointment of the officials concerned.

Regulation 32: Revocation of Appointments

In 2025, the Commission received and recommended seven 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 150 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.

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

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 four instances.

Notifications

The Commission issued 71 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 135 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 2024.

As a result of the Compliance Monitoring exercise conducted in 2025, 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.

In 2025, a new initiative was launched to further strengthen compliance monitoring within the Public Service. This involved the organisation of compliance seminars in collaboration with the Institute for the Public Services, providing a platform to enhance understanding and implementation of regulatory requirements. Ministries were encouraged to nominate officers who would benefit from targeted training and guidance, thereby promoting best practices and increasing awareness of compliance obligations across departments.



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.

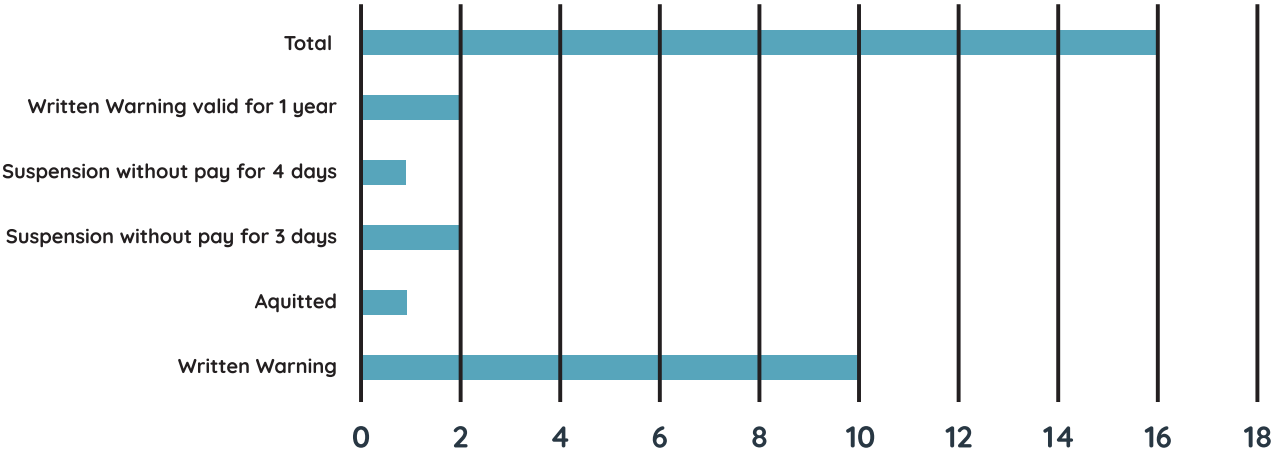
Disciplinary action taken by the Head of Department

During the year under review, line ministries reported to the Commission that 66 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

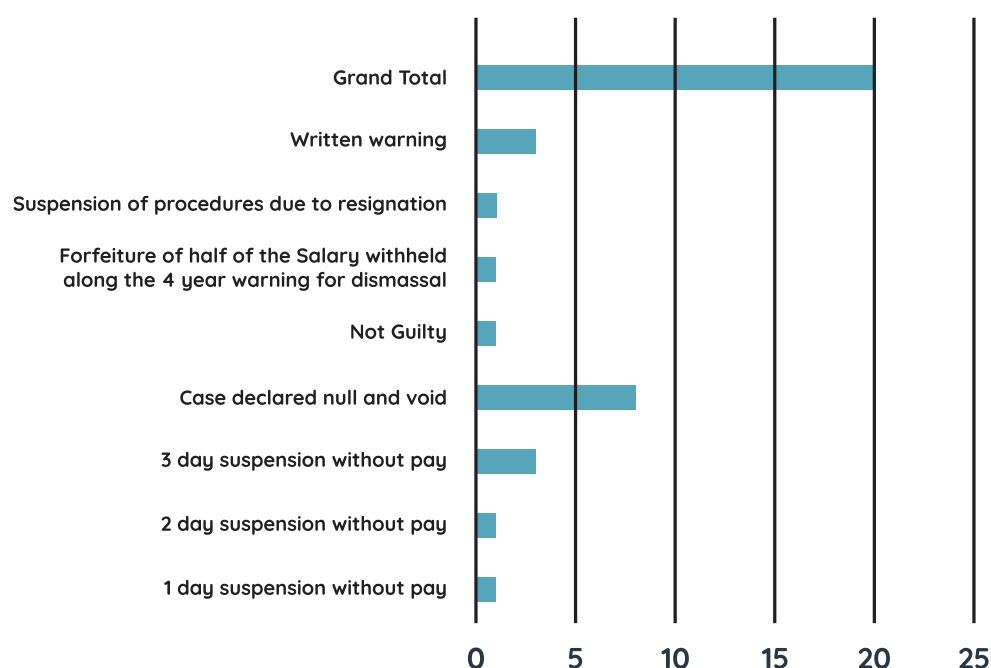
Ministry	Minor Disciplinary Charges	Serious Disciplinary Charges	Serious Disciplinary Charges leading to dismissal
MFT	0	0	1
MAFA	0	1	0
MEYR	0	2	2
MHSE	11	5	7
MEEC	10	1	3
MFIN	2	1	1
MJR	1	1	0
MHA	0	8	1
MTIP	0	4	0
Total	24	27	15

Diagram 3: Disciplinary Action by Heads of Department in 2025 (Outcome on Minor Disciplinary Cases)

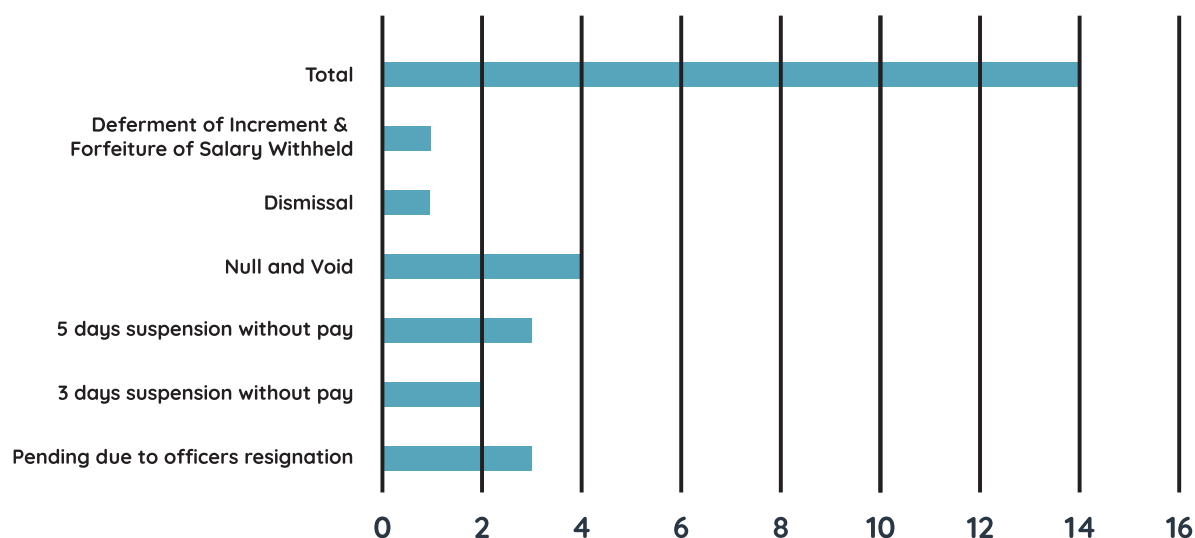


¹This includes cases which commenced in 2024 but were concluded in 2025.

**Diagram 4: Disciplinary Action by Heads of Department in 2025
(Outcome on Serious Disciplinary Cases)**



**Diagram 5: Disciplinary Action by Heads of Department in 2025
(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 2025, are outlined above.

¹This includes cases which commenced in 2024 but were concluded in 2025.

Disciplinary Cases Involving Criminal Proceedings against Public Officers

During 2025 the Commission made the following recommendations to the Prime Minister in respect of 14 cases involving criminal proceedings against public officers:

Table 7: Recommendations made by the Public Service Commission to the Prime Minister concerning criminal cases - Total 14	
Revocation of Lifting of Precautionary Suspension	1
PSC action following a “guilty” verdict by the Courts:	
• Dismissal	2
• Warning of dismissal (valid for 1, 2 and 3 years)	6 ²
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	2
Total	14

Additionally, the Commission submitted the following recommendations to the Principal Permanent Secretary, as the Head of the Public Service, in terms of the Public Service Commission Disciplinary Regulations, 2023, in respect of three cases involving criminal proceedings against public officers:

Table 8: Recommendations made by the Public Service Commission to the Principal Permanent Secretary concerning criminal cases - Total 3	
PSC action following a “guilty” verdict by the Courts:	
• Warning of dismissal (valid for 2 years)	2
• Written warning	1
Total	3

²In one of these cases the Commission recommended also the forfeiture of the salary withheld during the period of precautionary suspension.

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, i.e., 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 in terms of regulation 32(5) of the Public Service Commission Disciplinary Regulations, 2023, 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 working day, following their absence without leave for ten consecutive working days.,

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

During 2025, the Commission convened 23 oral hearings.

Disciplinary Cases Leading to Dismissal and Appeals

After having given 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 9 – Recommendations made by the Public Service Commission to the Prime Minister concerning disciplinary cases – Total 7	
Dismissal	1
Warning of dismissal (valid for 2 years) and suspension without pay (for 10 working days)	1
Forfeiture of salary withheld during the period of precautionary suspension	1
Definite suspension without pay (for 3 and 5 days)	3 ¹
Suspension of decision regarding an appeal made in terms of Regulation 32(4) provided that the officer concerned successfully completed a rehabilitation programme.	1
Total	7

Moreover, the Commission submitted the following recommendations to the Principal Permanent Secretary, as the Head of the Public Service, in terms of the Public Service Commission Disciplinary Regulations, 2023, in respect of four cases involving disciplinary proceedings against public officers:

³In two of these cases, the Commission recommended also that the finding of guilt be confirmed.

Table 10: Recommendations made by the Public Service Commission to the Principal Permanent Secretary concerning disciplinary cases – Total 4

Officer declared not guilty	1
Warning of dismissal valid for 4 years and suspension without pay for 10 working days	1
Suspension without pay for 5 working days	1
Written warning	1
Total	4

Table 8: Breakdown of Penalties by Ministry

Penalties	MFIN	MAFA	MEEC	MHSE	MEEC	MEYR	MJR	MHA	MTIP	Total
1 day suspension without pay								1		1
2 days suspension without pay								1		1
3 days suspension					1					1
3 days suspension without pay		1		4		1				6
4 days suspension without pay	1									1
5 days suspension without pay				2		1				3
Case declared null and void	1		1	2	2			1	2	9
Dismissal				2						2
Withholding of Increment & Forfeiture of Salary Withheld				1						1
Suspension throughout the case and Forfeiture of half of the Salary withheld along with 4 years warning for dismissal						1				1
Acquitted							1	1		2
Pending										
Suspension of procedures due to resignation				3				1		4
Written Warning								2		2
Warning	1			1	8					10
Written Warning valid for 1 year					2					2
Total	3	1	1	15	13	3	1	7	2	46

An illustration in a teal and white line-art style. On the left, a woman is shown in profile, facing right. On the right, a man is shown from the chest up, facing left towards the woman. He is holding a laptop and a pen, appearing to be taking notes or conducting an interview. The background is a solid dark teal color.

Selected Issues and Rulings

The following policy rulings were issued by the Commission in 2025:

a) Clarifications on recognition of pre-2009 qualifications

Clarification was issued regarding the recognition of qualifications obtained from the University of Malta prior to 2009. This ruling ensures greater transparency and consistency in credential evaluation, particularly for applicants who may have studied under previous academic frameworks. This clarification was also included in templates for calls for application to ensure greater transparency with applicants.

b) Qualifications section in Manual on Selection

Extensive clarifications and elaborations were made to the Qualifications section of the Manual on Selection. To facilitate understanding for Selection Boards and applicants alike, practical examples have been added.

c) Simplification of requirement for interview notes

The process for recording interview notes has been simplified, reducing administrative burden, especially in instances where there is agreement among all members of the selection board.

d) E-forms for petitions and representations

Electronic forms were introduced for submitting petitions and representations, enhancing efficiency and accessibility for applicants. The new e-forms guide users through the necessary details, streamlining the information to be submitted and reducing errors or omissions. This update ensures greater efficiency when assessing representations and petitions, with the factors considered now in a more uniform and transparent manner.

Appendices





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.

Ms Christine Schembri

Member

Ms Christine Schembri joined the Public Service in 1982 and has held various posts and positions within different Ministries. In 2007, she was appointed to the position of Assistant Director (Review & Investigation) at the VAT Department within the Ministry for Finance where, amongst others, she was responsible for managing and directing the operations of the Central Liaison Office and for the administrative cooperation between Member States.

Later in her career, Ms Schembri served in the position of Executive Secretary at the Office of the Public Service Commission for six years. In 2020, she was appointed Permanent Secretary within the Cabinet Office in charge of Coordination and Implementation and later, in February 2022, she was appointed Permanent Secretary at the Ministry for Senior Citizens and Active Ageing. In January 2024, Ms Schembri was appointed as Permanent Secretary within the Ministry for Health and Active Ageing until her retirement in June 2025.

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

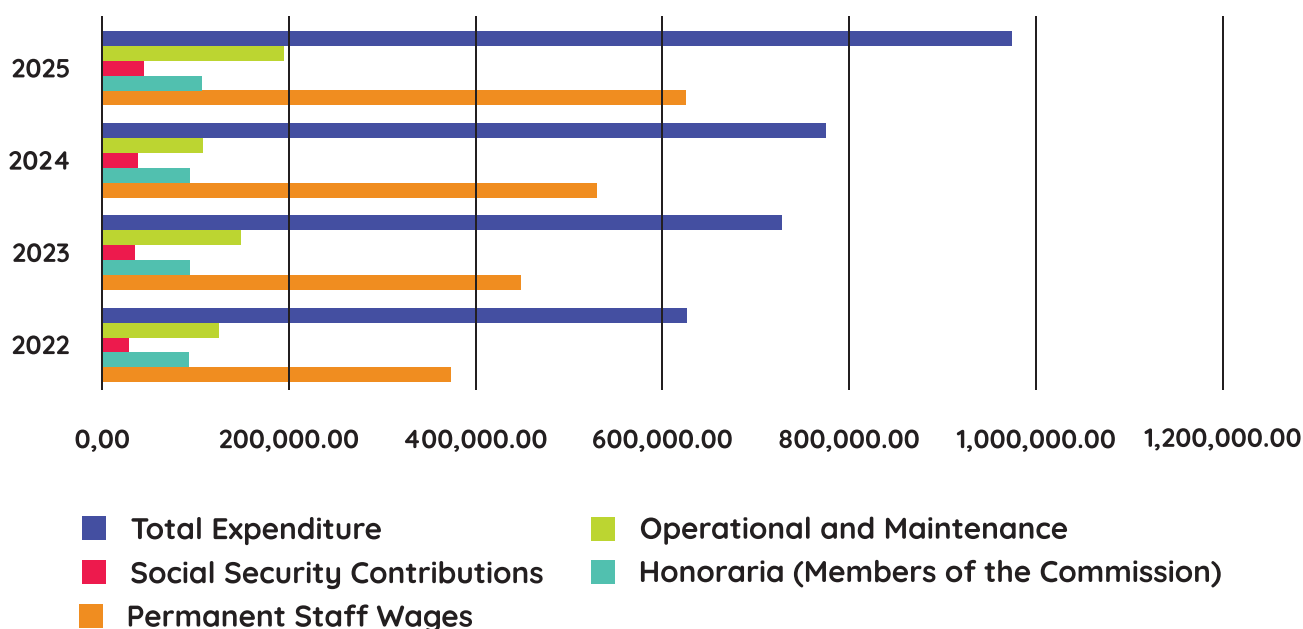
The staff headcount as on 31 December 2025 stood at 18 and was comprised of public officers in the following posts/positions:

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

Expenditure

During 2025, the total expenditure amounted to €974,642.89, an increase of €199,385.94 over the previous year. This increase is mainly attributed to an increase in the expenditure on staff salaries due to the increases afforded through the Collective Agreement for Employees in the Public Service. The Commission's honoraria stood at €108,629.27, whilst the expenditure on staff salaries reached €624,578.14. There was also a noted increase in Operational and Maintenance Expenditure due to the refurbishment of the newly acquired premises. An overview of the expenditure for the years 2022 to 2025 is provided in Diagram 6.

Diagram 6: Expenditure 2022 - 2025



APPENDIX 3

Representations

OFFICE OF THE PRIME MINISTER					
Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Assistant Manager (9753)	10	1	1	0	
Manager II (10023)	2	1	0	1	Representation conditionally upheld on the basis of presentation of requisite documents
Practitioner II (Systemic Family Therapy) (10069)	9	1	1	0	
Field Officer in the Address Management Unit in the Electoral Office (10139)	14	1	1	0	
Enrolled Students to be appointed as ICT Support Officer on Successful Completion of a course leading to an Advanced Diploma (10195)	42	3	3	0	
Enrolled students to be appointed as Systems Administrator or Systems Analyst on successful completion of a course leading to a MQF level 6 qualification with MCAST, UoM or any other recognised Higher Education Institution (10196)	71	2	2	0	
IAID Senior Manager (Compliance and Risk) (9971)	20	1	1	0	
Senior Coordinator (10241)	14	1	1	0	
	182	11	10	1	

OPM (MALTA PUBLIC SERVICE)					
Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Staff Nurse/ Psychiatric Nurse in the Malta Public Service (9466)	489	72	68	0	Four representations were late and not considered
ICT Support Officer (10415)	27	1	0	1	Representation conditionally upheld on the basis of qualifications
Senior ICT Support Officer (10408)	18	2	1	1	Representation upheld on the basis of qualifications
Staff Nurse/ Psychiatric Mental Health Nurse (10482)	425	49	46	2	One representation was late and not considered; Two representations upheld on the basis of qualifications
Staff Nurse/ Psychiatric Mental Health Nurse (10740)	474	14	9	3	One representation was late and not considered; Two representations were upheld on the basis of necessary permits; One representation was converted to a ruling
CAF for Staff Nurses, Psychiatric Mental Health Nurses/Midwives (9848)	212	7	7	0	
Clerical Officer (8938)	504	1	1	0	
Staff Nurse/Psychiatric Mental Health Nurse (10104)	369	9	8	0	One representation was closed as it was withdrawn
CAF For Staff Nurse/ Psychiatric Mental Health Nurse/Midwives (10393)	111	6	4	2	Two representations upheld on the basis of experience
	2629	161	144	9	

OFFICE OF THE PRIME MINISTER (SENIOR APPOINTMENTS ADVISORY COMMITTEE)

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Director (Programme Management, Education and Communication), MFIN (OPM Circ 18/2024) (9887)	2	1	1	0	
Director (Fisheries Services), Fisheries and Aquaculture, MAFA (OPM Circ 18/2024) (9887)	6	1	1	0	
Director (Finance and Administration), Human Rights Directorate, EES-OPM (OPM Circ 18/2024) (9887)	4	1	1	0	
Director (Environmental Projects), Ambjent Malta, MEEC (OPM Circ 18/2024) (9887)	6	1	1	0	
DG (Fisheries & Aquaculture), MAFA (10959)	8	1	0	1	Representation upheld on the basis of relevant grade
D (Contracts), MHA (10933)	5	1	1	0	
D (Forensic Science Lab), Malta Police Force, MHSE (10933)	2	1	1	0	
Chief AI Officer (11280)	14	1	1	0	
	47	8	7	1	

OFFICE OF THE PRIME MINISTER (ASSISTANT DIRECTOR ADVISORY COMMITTEE)					
Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Assistant Director (Payroll Management and Personnel Systems), Corporate Services Directorate, MAFA (OPM Circ 2/2025) (10033)	1	1	0	0	Representation closed since eligibility was reconsidered by ADAC
Assistant Director in the Legal Affairs Directorate, MEEC (OPM Circ 2/2025) (10033)	2	1	1	0	
Assistant Director (Biomedical Engineering), MHA (10894)	4	1	1	0	
Assistant Director (Regulatory Services) in the Commerce Department, MEEP (10894)	3	1	1	0	
Assistant Director (EU Affairs & International Relations & Policy Development Directorate), MEYR (10894)	4	1	1	0	
Assistant Director (DDLTS), MEYR (10894)	2	1	0	0	Representation late and not considered
	16	6	4	0	

OFFICE OF THE PRIME MINISTER / EUROPEAN FUNDS, EQUALITY, REFORMS & SOCIAL DIALOGUE					
Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Senior Manager (Project Management) (10497)	11	1	0	1	Representation upheld on the basis of experience
Co-ordinator (NISC), Human Rights Directorate (11247)	16	1	1	0	
Systems Analyst in the IMU (OPM) EES (10088)	6	1	1	0	
	33	3	2	1	

OFFICE OF THE DEPUTY PRIME MINISTER & MINISTRY FOR FOREIGN AFFAIRS AND TOURISM

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Manager II (EUCD) (9942)	12	1	1	0	
Technical Attaché (Energy) (10112)	3	3	3	0	
Technical Attaché (Horizontal Coordination) (10261)	8	1	0	1	Representation upheld on the basis of qualifications and experience
Technical Attaché (Employment and Social Policy) (10259)	9	4	4	0	
Technical Attaché (Horizontal Coordination) (10261)	8	1	1	0	
Senior Systems Analyst (10840)	7	1	0	1	Representation upheld on the basis of qualification
Security Officer (10960)	48	1	0	1	Representation upheld on the basis of public officer status
First Counsellor (10859)	30	5	5	0	
Technical Attaché (EU Institutions) (10962)	25	3	3	0	
Technical Attaché (Education, Youth, Culture and Sport) (10877)	28	2	2	0	
Technical Attaché (Health and Consumer Protection) (10990)	9	1	1	0	
Post of Principal Security Officer (11284)	23	1	0	0	Representation was still pending as on 31.12.2025
	210	24	20	3	

MINISTRY FOR AGRICULTURE, FISHERIES AND ANIMAL RIGHTS					
Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Veterinary Technical Officer (Degree)/ (Diploma) (10910)	14	2	2	0	
Manager (Paying Agency) (9748)	9	1	0	1	Representation upheld on the basis of additional information
Senior Manager (9514)	10	1	1	0	
Project Officer (Paying Agency) (10111)	27	1	1	0	
Other Industrial Grades (Butcher) (10230)	5	1	1	0	
Manager II (10318)	12	2	0	0	Both closed since applicants revoked their representations
Assistant Manager (10592)	21	1	1	0	
Principal Scientific Officer (10617)	9	1	1	0	
Project Officer (Paying Agency) (10769)	29	1	0	1	Representation conditionally upheld on the basis of language requirements
Manager II to serve in Gozo (10872)	23	2	1	1	Representation upheld on basis of public officer status
Security Guard (10902)	64	3	3	0	
Manager (Paying Agency) to serve in Gozo (11055)	12	1	1	0	
Pharmacist (11062)	7	1	0	0	Representation was still pending as on 31.12.2025
Senior Manager (11215)	17	1	1	0	
Senior Manager (11217)	13	1	0	0	Closed since applicant withdrew representation
	272	20	13	3	

MINISTRY FOR HERITAGE, THE ARTS AND LOCAL GOVERNMENT					
Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Principal Technician (9606)	4	1	1	0	Representations started in 2024 but concluded in 2025
Manager II (9949)	3	1	1	0	
Senior Manager (PDPID) (10016)	8	2	2	0	
Graduate/Junior Architect and Civil Engineer (9973)	13	1	1	0	
Executive Secretary (10153)	56	1	0	1	Representation upheld on the basis of qualifications and experience
Manager I (Accounting and Finance) (10162)	5	1	1	0	
Tradesperson I (Masonry Heritage) (10310)	6	2	0	2	Both representations upheld on the basis of qualifications
Manager II (Accounting and Finance) (10351)	9	1	0	0	Representation was late and not considered
Manager II (Local Government) (10738)	16	1	1	0	
	120	11	7	3	

MINISTRY FOR CULTURE, LANDS AND LOCAL GOVERNMENT					
Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Manager II (Culture Directorate) (10827)	18	1	1	0	
Steward (10972)	59	3	3	0	
Manager II (Accounting and Finance) (10954)	9	1	1	0	
Manager I (Human Resources) (11270)	6	1	1	0	
	92	6	6	0	

MINISTRY FOR EDUCATION, SPORT, YOUTH, RESEARCH AND INNOVATION

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Supply Teacher (Secondary Education - PSCD) (7061)	5	1	1	0	Representations started in 2024 but concluded in 2025
Systems Administrator in the IMU (7246)	5	2	0	2	Representations started in 2024 but concluded in 2025 - Both upheld on the basis of experience
Systems Administrator in the IMU (7249)	6	2	0	2	Representations started in 2024 but concluded in 2025 - Both upheld on the basis of experience
Supply Teacher (Physical Education) (7170)	4	2	2	0	
Technician (Vocational Educational and Training (VET) (7262)	9	2	2	0	
Part-Time Educator in Music (7086)	1	1	1	0	
Supply Teacher 2024/2025 - Primary Education (General/ ECEC) (7101)	14	5	5	0	
Teacher - Special Education (General) (6959)	5	1	1	0	
Teacher 2024/2025 Special Education (General/ECEC) (7313)	4	1	1	0	
Teacher 2024/2025 Primary Education (Migrant Induction Programme) (7020)	11	2	2	0	
Supply Teacher 2024/2025 Secondary Education (Ethics) (7107)	2	1	1	0	
Supply Learning Support Educator (SLSE) (7321)	46	1	1	0	
Teacher 2024/2025 (Secondary/Post-Sec Education (Maltese)) (6911)	5	1	1	0	
Post of Teacher 2024/2025 (Secondary/Post-Sec Education (Mathematics)) (7324)	2	1	1	0	
Manager I (Accounting & Finance) (7331)	8	2	2	0	

MINISTRY FOR EDUCATION, SPORT, YOUTH, RESEARCH AND INNOVATION

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Supply Teacher (Primary-ECEC) (7306)	20	2	1	0	One representation was late and not considered
Learning Support Educator (7316)	62	1	1	0	
Technician (Vocational Educational and Training (VET)) (7262)	21	1	1	0	
Tradesperson I (Aluminium Works) (7343)	7	1	1	0	
Education Officer (Counselling) (7367)	6	1	1	0	
Teacher to serve in the European School (7368)	2	1	1	0	
Tradesperson I (Plasterer and Painter) (7352)	22	1	1	0	
Foreman (Maintenance Works) (7345)	36	1	1	0	
Psychology Practitioner (7380)	11	2	2	0	
Education Officer (Counselling) (7367)	6	1	1	0	
Tradesperson I (Plasterer & Painter) (7352)	22	2	2	0	
Supply Learning Support Educator (7404)	9	1	1	0	
Part-Time Adult Support and Guidance Practitioner (7378)	17	2	1	1	Representation upheld on the basis of qualifications
Post of Manager II (EU Affairs Directorate) (7334)	13	1	0	1	Representation upheld on the basis of additional information
Teacher 2024/2025 (Secondary/Post-Sec Education) (Art)) (6682)	7	1	0	1	Representation upheld on the basis of qualifications and warrant
Part-Time Coordinators to coordinate summer catch-up classes (7412)	19	1	0	1	Representation upheld on the basis of warrant
Supply Learning Support Educator (SLSE) (7419)	29	1	1	0	
Education Support Practitioner (Early Intervention) (7417)	14	1	0	1	Representation upheld on the basis of qualifications

MINISTRY FOR EDUCATION, SPORT, YOUTH, RESEARCH AND INNOVATION

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Part-Time Adult Support and Guidance Practitioner (7378)	17	1	1	0	
Teacher 2024/2025 Primary Education (General/ECEC) (7071)	30	3	3	0	
Supply Teacher - Primary Education (General/ECEC) (7411)	9	1	1	0	
Teacher 2024/2025 - Special Education (General) - [13Feb-17Apr] (7339)	2	2	2	0	
Learning Support Educator (7440)	42	2	0	2	Representations upheld on the basis of qualifications
Teacher - Secondary Education (Agribusiness) (6664)	7	1	1	0	
Supply Teacher - Primary Education (General/Early Childhood Education and Care (ECEC)) (7445)	14	4	4	0	
Teacher - Secondary/Post-Secondary Education (Dance) (6687)	8	1	1	0	
Teacher - Primary Education (General/Early Childhood Education and Care (ECEC)) (7444)	57	2	2	0	
Supply Learning Support Educator (SLSE) (7677)	8	1	0	1	Representation upheld on the basis of qualifications
Teacher 2025/2026 - Primary Education (General/Early childhood and Care (ECEC)) (7568)	14	1	1	0	
Teacher 2025/2026 - Secondary Education (Ethics) (7455)	5	1	0	1	Representation upheld on the basis of qualifications
Supply Teacher - Secondary Education (PSCD) (7472)	6	1	1	0	
Supply Teacher - Primary Education (General)/Early Childhood Education and Care (ECEC) (7445)	14	1	1	0	

MINISTRY FOR EDUCATION, SPORT, YOUTH, RESEARCH AND INNOVATION

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Teacher 2024/2025 - Post Secondary Education (Economics) (6721)	2	1	1	0	
Teacher 2024/2025 - Secondary Education (Hairdressing and Beauty) (6668)	2	1	1	0	
Supply Teacher - Secondary Education (Ethics) (7446)	3	1	1	0	
Supply Teacher - Primary Education (Migrant Induction Programme) (7358)	3	1	1	0	
Supply Teacher - Secondary Education (PSCD) (7114)	9	1	1	0	
Supply Teacher - Secondary/ Post-Secondary Education (Social Studies) (7542)	3	1	1	0	
Supply Teacher - Primary Education (Int. Learners' Induction Programme) (7447)	3	1	1	0	
Assistant Co-Ordinator (in the Directorate for Digital Literacy & Transversal Skills - ODPC) (7728)	8	1	1	0	
Part-time Adult Educator - Ethics (7751)	9	1	1	0	
Teacher - Secondary/Post-Secondary Education (Physical Education (PE)) (7501)	26	1	1	0	
Teacher 2025/2026 - Post Secondary Education (Systems of Knowledge) (7535)	4	1	1	0	
Teacher 2025/2026 - Post Secondary Education (Systems of Knowledge) (7535)	4	1	0	0	Representation was late and not considered
Teacher - Secondary/Post-Secondary Education (Dance) (7500)	3	1	0	1	Representation upheld on the basis of qualifications
Part-time Co-ordinator to co-ordinate the Language to Go Class (7729)	7	1	1	0	
Part-Time Adult Educator (Sociology) (7762)	2	1	1	0	

MINISTRY FOR EDUCATION, SPORT, YOUTH, RESEARCH AND INNOVATION

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Part-Time Adult Educator (Social Studies) (7761)	5	1	1	0	
Supply Teacher - Secondary/Post-Secondary Education (Art) (7507)	2	1	0	1	Representation upheld on the basis of qualifications
Teacher - Primary Education (General/Early Childhood Education and Care (ECEC)) (7568)	9	9	9	0	
Supply Teacher - Secondary/Post-Secondary Education (Physical Education) (7539)	9	1	1	0	
Teacher - Secondary/Post-Secondary Education (Physical Education) (7420)	3	1	1	0	
Supply Teacher 2025/2026 - Secondary/Post-Secondary Education (Italian) (7523)	3	1	0	1	Representation upheld on the basis of qualifications
Teacher 2025/2026 - Secondary/Post-Secondary Education (Italian) (7497)	1	1	0	1	Representation upheld on the basis of qualifications
Teacher 2024/2025 - Secondary/Post-Secondary Education (Maltese) (7338)	2	1	1	0	
Deputy Head of School (Secondary) to serve in Gozo (7780)	15	1	1	0	
Manager II (Projects and Contractual Section) (7775)	8	1	0	1	Representation upheld on the basis of qualifications
Teacher Primary Education (7451)	4	1	1	0	
Teacher 2024/2025 Post-Secondary (Philosophy) (6730)	1	1	1	0	
Part-time Adult Assistant Co-ordinator (IT) (7782)	2	1	1	0	
Learning Support Educator (7318)	58	4	3	1	Representation upheld on the basis of qualifications
Teacher 2025/2026 - Secondary Education (Retail) (7593)	2	1	0	1	Representation upheld on the basis of qualifications

MINISTRY FOR EDUCATION, SPORT, YOUTH, RESEARCH AND INNOVATION

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Teacher 2025/2026 Secondary Education (English) (7829)	3	1	0	1	Representation upheld on the basis of qualifications
Head of Department (Maltese as a Foreign Language) (7799)	10	2	1	1	Representation was upheld on the basis of relevant grade
Teacher 2025/2026 (Secondary/Post-Secondary) Religion (7621)	15	1	1	0	
Psychology Assistant (7840)	52	1	1	0	
Head of Department (Inclusion) (7841)	82	1	0	1	Representation upheld on the basis of qualifications
Supply Teacher 2025/2026 - Secondary/Post-Secondary Education (English) (7680)	6	1	0	1	Representation upheld on the basis of qualifications
Head of Department (Inclusion) (7841)	82	29	11	5	Five representations from first batch upheld on the basis of qualification; 13 representations from second batch were closed as while this batch was being processed call was suppressed
Teacher 2025/2026 - Secondary/Post-Secondary Education (Italian) (7615)	3	1	0	1	Representation conditionally upheld on the basis of additional information
Teacher 2025/2026 - Primary Education (General/ Early childhood and Care (ECEC)) (7789)	11	3	3	0	
Technician (IT) (7842)	18	2	1	1	Representation upheld on the basis of qualifications
Supply Teacher (Primary - ECEC) (7649)	36	8	8	0	
Technician (Science) (7843)	16	4	4	0	
Senior Manager (Directorate for Planning and Strategic Foresight) (7853)	9	1	0	1	Representation upheld on the basis of experience

MINISTRY FOR EDUCATION, SPORT, YOUTH, RESEARCH AND INNOVATION

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Supply Learning Support Educator (SLSE) (7849)	10	3	3	0	
Part-time Educator for the Mikiel Anton Vassalli College (7812)	5	1	1	0	
Technician (IT) (7842)	18	1	1	0	
Assistant Manager (IMU) (7948)	20	1	0	1	Representation upheld on the basis of qualifications
Tradesperson I (Plumber) (7808)	37	1	0	0	Representation late and not considered
Supply Learning Support Educator (7950)	53	9	7	2	Representations upheld on the basis of qualifications
Teacher 2025/2026 - Primary Education (General/Early Childhood and Care (ECEC)) (7939)	7	3	3	0	
Supply Teacher 2025/2026 - Secondary Education (Alternative Learning Programme ALP) (7713)	2	1	1	0	
Assistant Manager (Scholarships Department) (7963)	19	1	0	1	Representation upheld on the basis of qualification
Operations Manager (Trade - Mason) (7802)	3	1	1	0	
Teacher 2025/2026 - Primary Education (International Learners' Induction Programme) (7795)	8	1	1	0	
Teacher 2025/2026 - Primary Education (General/ Early Childhood and Care (ECEC)) (7965)	12	2	2	0	
Supply Teacher 2025/2026 - Primary Education (General/ Early Childhood and Care (ECEC)) (7888)	22	4	4	0	
Teacher 2025/2026 - Secondary Education (ICT) (7589)	1	1	1	0	

MINISTRY FOR EDUCATION, SPORT, YOUTH, RESEARCH AND INNOVATION

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Part-Time Educator (Maltese as a Foreign Language) (7765)	6	1	1	0	
ICT and Business Analyst (IMU) (7980)	6	1	1	0	
Systems Administrator in the IMU (7981)	10	1	0	0	Representation converted to a ruling
Teacher to serve in the European School (7966)	3	1	1	0	
Senior Systems Administrator (7985)	5	1	1	0	
Supply Teacher 2025/2026 - Secondary /Post-Secondary (Art) (7668)	8	1	0	0	Representation late and not considered
Supply Teacher 2025/2026 Secondary/Post Secondary (Drama/Theatre and Performance) (7674)	1	1	1	0	
Supply Learning Support Educator (SLSE) (7952)	30	4	3	1	Representation upheld on the basis of qualifications
Supply Learning Support Educator (SLSE) (7953)	34	6	4	2	Representations upheld on the basis of qualifications
Supply Learning Support Educator (SLSE) (7951)	28	2	0	2	Representations upheld on the basis of qualifications.
Supply Teacher 2025/2026 Primary Education (General/ ECEC) (7998)	17	3	2	0	Representation late and not considered
Learning Support Educator (7319)	130	8	4	4	Three representations were upheld on the basis of qualifications; One representation conditionally upheld on the basis of qualifications.
Part-Time Coach (7991)	3	1	0	1	Representation upheld on the basis of qualifications
Support Learning Supply Educator (SLSE) (7954)	41	6	5	1	Representation upheld on the basis of qualifications

MINISTRY FOR EDUCATION, SPORT, YOUTH, RESEARCH AND INNOVATION

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Supply Teacher - Secondary/ Post-Secondary Education (English) (8012)	3	1	0	1	Representation upheld on the basis of qualifications
Teacher - Primary Education (International Learners' Induction Programme) (7941)	5	2	1	0	Representation not considered since applicant withdrew application
Head of Department (Health and Social Care) (8004)	4	1	0	1	Representation upheld on the basis of experience
Head of Department (Retail) (8003)	5	1	1	0	
Head of Department (International Learners) (8047)	12	1	0	1	Representation upheld on the basis of experience
Supply Teacher 2025/2026 - Secondary Education (Ethics) (7891)	8	1	1	0	
Manager II (Project Management) within the Logistics and Infrastructure Directorate (8045)	11	1	1	0	
Junior Legal Officer (8039)	3	1	0	1	Representation upheld on the basis of qualifications
Supply Learning Support Educator (7954)	42	1	0	0	One representation late and not considered
Head of Department (International Learners) (8047)	12	1	1	0	
Supply Learning Support Educator (7955)	50	4	2	2	One representation upheld on the basis of qualifications; One representation conditionally upheld on the basis of language requirements
Qualifying examination for the post of Security Guard (8013)	25	1	1	0	
Supply Teacher - Secondary/ Post-Secondary Education (Italian) (7915)	2	1	1	0	

MINISTRY FOR EDUCATION, SPORT, YOUTH, RESEARCH AND INNOVATION

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Education Support Practitioner (Autism Support) (8050)	7	1	0	1	Representation upheld on the basis of qualifications
Principal Education Support Practitioner (Early Intervention) (8051)	5	3	2	1	Representation upheld on the basis of qualifications and experience
Education Support Practitioner (Autism Support) (8050)	7	1	1	0	
Supply Teacher 2025/2026-Primary Education (General/ ECEC) (8022)	14	3	3	0	
Part-time Adult Educator (Maltese as a Foreign Language) (7972)	5	1	1	0	
Technician (Design and Technology) (8086)	25	1	1	0	
Part-Time Coach (Other Sport) (8085)	7	1	1	0	
Assistant Manager (Finance) (8081)	6	1	0	1	Representation upheld on the basis that applicant was an RSSL employee
Supply Learning Support Educator (SLSE) (8105)	41	4	2	2	Representation upheld on the basis of qualifications; Other representation was conditionally upheld on the basis of presentation of requisite documents
Project Administrator (11214)	11	1	1	0	
Assistant Manager (8157)	10	1	1	0	
Part-time Educator MAV College (PF Accompaniment) (8135)	2	1	0	0	Representation was still pending as on 31.12.2025
Part-time Educator MAV College (PF Performance) (8136)	1	1	0	0	Representation was still pending as on 31.12.2025
PT Adult Educator MAV College (Drawing and Painting) (8141)	2	1	0	0	Representation was still pending as on 31.12.2025

MINISTRY FOR EDUCATION, SPORT, YOUTH, RESEARCH AND INNOVATION

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Part-time Educator MAV College (Contemporary/ Popular Theory of Music) (8134)	3	1	0	0	Representation was still pending as on 31.12.2025
Teacher 2025/2026 - Primary Education (General/Early Childhood and Care (ECEC)) (7997)	15	1	0	0	Representation was still pending as on 31.12.2025
Foreman (Maintenance Works) (8150)	37	2	0	0	Representations still pending as on 31.12.2025
Assistant Foreman (Maintenance Works) (8148)	89	4	0	0	Representations still pending as on 31.12.2025
Head of Department (King's Trust Programme) (8158)	11	2	0	0	Representations still pending as on 31.12.2025
Supply Teacher (Primary-ECEC) (8103)	7	2	1	0	Representation still pending as on 31.12.2025
Senior Manager (8109)	6	1	0	1	Representation upheld on the basis of qualifications
Learning Support Educator (7320)	110	12	0	0	Representations still pending as on 31.12.2025
	2380	295	189	59	

MINISTRY FOR SOCIAL POLICY AND CHILDREN'S RIGHTS

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Manager II (Accounting & Finance) (10716)	9	1	1	0	
	9	1	1	0	

MINISTRY FOR THE ECONOMY, ENTERPRISE AND STRATEGIC PROJECTS					
Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Manager I (Research) (9740)	2	1	1	0	
Manager II (9888)	8	1	1	0	
	10	2	2	0	

MINISTRY FOR INCLUSION AND THE VOLUNTARY SECTOR					
Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Manager II (10006)	9	1	1	0	
	9	1	1	0	

MINISTRY FOR GOZO AND PLANNING					
Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Manager II (10620)	15	2	2	0	
Manager II (Research) (10686)	17	1	1	0	
Manager I (Tourism & Economic Development Directorate) (10857)	15	1	0	0	Representation closed as it was withdrawn by applicant
Project Officer (10829)	18	1	0	1	Representation upheld on the basis of experience
Manager II (Wild Birds Regulation Unit) to serve in Malta (10995)	10	1	1	0	
Senior Manager (Project Management) (10901)	12	1	1	0	
Assistant Foreman (10934)	130	1	0	1	Representation upheld on the basis of relevant grade
	217	8	5	2	

MINISTRY FOR HOME AFFAIRS, SECURITY AND EMPLOYMENT					
Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Manager I (9551)	10	1	0	1	Representations started in 2024 but concluded in 2025 - conditionally upheld on the basis of qualifications
Police Patrol and Community Support Officers in the Police Department (9611)	273	22	13	9	Seven representations upheld in view that applicants' police conduct certificate should be considered at a later stage; Two representations conditionally upheld since applicants indicated that showing tattoo will be removed
Police Patrol and Community Support Officers in the Police Department (9611)	273	2	0	0	Representations were late and not considered
First Contact Operators (9776)	23	2	0	2	One representation conditionally upheld on the basis of qualifications; One representation conditionally upheld on the basis of presentation of requisite documents
Police Constable (9734)	119	4	2	2	Two representations upheld on the basis of qualifications
Position of Reserve Police Constable (9897)	49	1	1	0	
Emergency Ambulance Responder I (9912)	85	13	9	3	One representation was closed as it was in duplicate; Three representations upheld on the basis of qualifications
Post of Police Sergeant (9899)	27	2	2	0	

MINISTRY FOR HOME AFFAIRS, SECURITY AND EMPLOYMENT

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Staff Nurse (10029)	279	28	2	26	26 representations upheld on the basis that applicants' police conduct certificate should be considered at a later stage
Senior Manager (AFM) (9939)	3	1	1	0	
Manager I in the Defence Matters Directorate (10163)	13	1	0	0	Representation was late and not considered
Senior Manager (10410)	5	1	1	0	
First Contact Operators (10449)	56	1	1	0	
Police Constable (10386)	131	7	6	1	Representation upheld on the basis of qualifications
Police Inspector (10725)	30	3	2	1	Representation upheld on the basis of qualifications
Tradesperson I (Electrical Installations) (10965)	8	1	1	0	
Manager I (10958)	14	1	1	0	
Senior Manager (AFM) (11053)	4	1	1	0	
1st Line Border Control Officer in the Police Department (11307)	82	4	3	1	Representation upheld on the basis of qualifications
Manager I (11074)	14	1	1	0	
Manager II (11248)	11	1	1	0	
	1509	98	48	46	

MINISTRY FOR THE ENVIRONMENT, ENERGY AND PUBLIC CLEANLINESS

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Assistant Manager (9850)	10	2	1	1	Representation upheld on the basis of presentation of requisite documents
Senior Architect and Civil Engineer (9922)	4	1	1	0	
Tradesperson I (Plasterer and Painter) (9787)	16	1	1	0	
ICT and Business Analyst (IMU) (10021)	5	1	1	0	
Graduate Architect/ Junior Architect and Civil Engineer/ Architect and Civil Engineer (10194)	11	1	0	1	Representation upheld on the basis of language requirements
Tradesperson I (Electrician) (10247)	10	1	0	1	Representation upheld on the basis of presentation of requisite documents
Assistant Manager (10246)	16	1	1	0	
Assistant Manager (HR) (10328)	5	1	1	0	
Graduate Engineer/ Junior Engineer/Engineer (Electrical) (10308)	4	1	1	0	
Senior Manager (10370)	8	1	1	0	
Manager I (10493)	22	1	1	0	
Operative IV (Heavy Plant Driver) (9962)	21	3	1	0	2 Representations were closed in view that Selection Board reconsidered eligibility
Agricultural Officer (Degree)/ Agricultural Officer (Diploma) (10813)	18	1	1	0	
Scientific Officer (10860)	20	1	1	0	
Manager II (Accounting and Finance) (10981)	7	1	1	0	
EU Project Officer (10899)	16	1	1	0	

MINISTRY FOR THE ENVIRONMENT, ENERGY AND PUBLIC CLEANLINESS					
Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Graduate Architect and Civil Engineering/ Junior Architect and Civil Engineer (11031)	10	1	1	0	
Manager II (Accounting and Finance) (11282)	5	1	1	0	
Systems Administrator in the IMU (11352)	9	1	1	0	
	217	22	17	3	

MINISTRY FOR FINANCE					
Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Manager II (Procurement) (9774)	24	2	2	0	
Systems Administrator (IMU) (10000)	10	1	1	0	
Economics Officer (10565)	17	1	1	0	
Customs Officer (11014)	53	9	8	1	Representation upheld on the basis of qualifications
Customs Assistant (11025)	49	3	2	1	Representation upheld on the basis of qualifications
	153	16	14	2	

MINISTRY FOR EU FUNDS AND IMPLEMENTATION OF THE ELECTORAL PROGRAMME (MFI)					
Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Senior Manager (EU Funds) (11028)	45	1	1	0	
	45	1	1	0	

MINISTRY FOR JUSTICE AND REFORM OF THE CONSTRUCTION SECTOR					
Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Manager II (Human Resources) (9580)	10	1	1	0	
Manager I (Project Management) (10461)	7	1	1	0	
Senior Management (Project Management) (10875)	9	1	1	0	
Manager I (Project Management) (11120)	17	1	0	0	Representation was still pending as on 31.12.2025
	43	4	3	0	

MINISTRY FOR HEALTH/MINISTRY FOR HEALTH AND ACTIVE AGEING					
Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Health					
Assistant Manager (Procurement) (9664)	12	1	0	1	Representations started in 2024 but concluded in 2025; Conditionally upheld on the basis of qualifications
Charge Nurse (Mater Dei Hospital) (9289)	123	2	2	0	
CAF Senior ECG Technician (9077)	14	3	0	1	One representation from first batch was upheld on the basis of qualifications; Two representations were closed as while second batch was being processed call was suppressed
Higher Technician (9878)	6	1	1	0	
Practice Nurse (Oncology) (9934)	21	1	1	0	
Practice Nurse (Diagnostic and Interventional Radiology) (9745)	19	1	1	0	

MINISTRY FOR HEALTH/MINISTRY FOR HEALTH AND ACTIVE AGEING

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Manager I (Project Management) (GGH) (9911)	10	1	1	0	
Senior Manager (Karen Grech Rehabilitation Hospital) (10043)	6	1	1	0	
Practice Nurse (Emergency Care) (9746)	33	9	5	4	Two representations were conditionally upheld on the basis of qualifications; Two representations were upheld on the basis of experience
Assistant Manager (10082)	32	1	1	0	
Manager I (duties at Department of Policy in Health) (10040)	8	1	0	1	Representation upheld on the basis of qualifications
Consultant Microbiology/ Bacteriology on Locum Basis (9192)	2	1	1	0	
Practice Nurse Oncology (9935)	14	1	1	0	
Manager I (10100)	12	1	1	0	
Consultant Orthopaedic and Trauma Surgeon (9802)	3	1	0	1	Representation upheld on the basis of citizenship
Assistant Manager (10082)	32	1	1	0	
Consultant Anaesthetist in the Department of Anaesthesia, Intensive Care and Pain Medicine (9945)	15	1	1	0	
Practice Nurse (Oncology) (9935)	2	1	0	1	Representation upheld on the basis of relevant grade
Manager II (Accounting and Finance) (10332)	11	2	1	1	Representation upheld on the basis of qualifications
Operative III (Motor Transport Driver) (10300)	14	2	0	0	Two representations were converted to rulings
Assistant Foreman (10356)	25	1	1	0	
Practice Nurse (Oncology) (10352)	17	1	1	0	

MINISTRY FOR HEALTH/MINISTRY FOR HEALTH AND ACTIVE AGEING

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
ICT and Business Analyst (IMU) (10484)	6	1	0	0	Representation closed since applicant withdrew contention
Practice Nurse (Respiratory Care) (10359)	29	2	2	0	
Midwife on a full-time/part-time basis (10397)	29	3	3	0	
Senior Manager (10470)	9	1	1	0	
Scientific Officer (Quality Management) (10236)	9	1	1	0	
Practice Nurse (Stoma Care) (10559)	19	2	0	1	One representation was closed as it was treated as a query; One was upheld on the basis of qualifications
Practice Nurse (Neurology) (10562)	18	2	0	0	One representation was closed since ineligibility email was not provided; One was closed as it was treated as a query.
Practice Nurse (Diagnostic and Interventional Radiology) (10594)	15	1	0	0	Representation was closed as it was treated as a query
Practice Nurse (Oncology) (10560)	18	2	0	0	One representation was closed as it was treated as a query; One was closed since applicant accepted another post and application was deemed renounced
Assistant Manager (10510)	28	2	2	0	
Manager I (10517)	11	1	1	0	
Manager I (Project Management) (10460)	4	1	1	0	
Manager II (Project Management) (10467)	4	1	0	1	Representation upheld on the basis of qualification
Basic Specialist Trainee (Emergency Medicine) (10579)	55	1	1	0	

MINISTRY FOR HEALTH/MINISTRY FOR HEALTH AND ACTIVE AGEING

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Senior Manager (HR) (10581)	8	1	1	0	
Basic Specialist Trainee (Paediatrics) (10588)	19	1	0	1	Representation upheld on the basis of language requirements
Senior Manager (10043)	6	1	0	1	Representation upheld on the basis of experience
Practice Nurse (Adult Surgery) (10413)	27	1	0	1	Representation upheld on the basis of relevant grade
Senior Engineer (Electrical), GGH (10711)	5	1	1	0	
General Practitioner Trainee (10496)	90	2	2	0	
Basic Specialist Trainee (Public Health Medicine) (10590)	27	1	1	0	
Assistant Manager (Accounting & Finance) (10739)	17	1	0	1	Representation upheld on the basis of qualifications and presentation of requisite documents
Allied Health Professional (Medical Laboratory) (10675)	31	1	1	0	
Assistant Manager (Human Resources) (10640)	23	1	0	1	Representation upheld on the basis of qualifications
Social Worker (10376)	42	1	1	0	
Junior Staff Grade (Otorhinolaryngology and Maxillofacial Surgery) (10772)	20	1	0	1	Representation upheld on the basis of qualifications
Project Administrator (10792)	13	1	1	0	
BST (General/Internal Medicine) (10580)	76	1	1	0	
Other Industrial Grade (Gardener) (10754)	47	3	2	0	One representation was closed and converted to a ruling
Consultant Obstetrician and Gynaecologist with special interest in Surgical Gynae Oncology (10753)	5	1	1	0	

MINISTRY FOR HEALTH/MINISTRY FOR HEALTH AND ACTIVE AGEING

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Lead (Entity Management) (10868)	11	1	0	0	Representation was not considered since call was suppressed
BST (General/Internal Medicine) (10580)	76	1	1	0	
Decontamination and Sterilization Technician (10742)	41	3	2	0	One representation was late and not considered
Project Administrator (10873)	19	1	1	0	
Project Officer (10874)	21	2	2	0	
House Officer (Foundation Doctor) (10883)	279	9	7	2	Two representations were upheld on the basis of presentation of requisite documents
Basic Specialist Trainee (Emergency Medicine) (10770)	34	2	0	2	One representation upheld on the basis of qualifications; One representation conditionally upheld on the basis of qualifications
Junior staff Grade (Medical Class) on Locum Basis (10886)	46	1	1	0	
Consultant Nephrologist and General/Internal Medicine in the Department of Medicine (10727)	8	1	1	0	
Social Worker (10786)	52	1	1	0	
Security Officer (11220)	56	1	0	1	Representation upheld on the basis of status as a public officer
Assistant Manager (11086)	24	1	1	0	
Project Officer (11211)	11	2	2	0	
Manager II (GGH) (11265)	23	1	0	0	Representation closed since it was withdrawn by applicant
Project Administrator (11268)	10	1	0	0	Representation was still pending as on 31.12.2025
Assistant Manager (GGH) (11261)	25	1	1	0	

MINISTRY FOR HEALTH/MINISTRY FOR HEALTH AND ACTIVE AGEING

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Active Ageing					
Tradesperson I (Carpentry) (9461)	9	1	0	1	Representation upheld on the basis of qualifications
Tradesperson I (Plumbing) (9459)	5	1	1	0	
Tradesperson I (Plasterer and Painter) (9460)	17	3	3	0	
Lead (Entity Management) (9955)	3	1	1	0	
Manager II (Human Resources) (10047)	10	2	0	2	One representation upheld on the basis of qualifications; One representation upheld on the basis of qualifications and experience
Assistant Manager (9854)	6	1	0	1	Representation upheld on the basis of qualifications
Lead (Entity Management) (10197)	4	1	1	0	
Practice Nurse (Clinical Nutrition) (10439)	21	1	1	0	
Assistant Manager (Accounting & Finance) (10913)	16	1	1	0	
Practice Nurse (Adult Resuscitation) (10815)	19	3	3	0	
Manager I (Active Ageing) (11129)	6	1	1	0	
Manager II (Human Resources) (11105)	20	1	0	0	Representation was still pending as on 31.12.2025

MINISTRY FOR HEALTH/MINISTRY FOR HEALTH AND ACTIVE AGEING					
Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Health and Active Ageing					
Pharmacist (9877)	4	1	1	0	
Allied Health Professional (Radiography) (10203)	20	1	0	1	Representation upheld on the basis of presentation of requisite documents
Psychology Practitioner (10295)	22	3	3	0	
Allied Assistant (10198)	29	3	3	0	
Allied Assistant (10179)	41	3	3	0	
Pharmacist (10279)	25	1	0	1	Representation upheld on the basis of qualifications
Senior Health Carer (10563)	83	2	1	1	Representation upheld on the basis of qualifications
Allied Assistant (10708)	61	5	2	1	One representation was closed since application was withdrawn; One representation upheld on the basis of qualifications; One representation was converted to a ruling
Allied Assistant (10709)	243	4	1	3	Three representations upheld on the basis of qualifications
Allied Health Professional (Occupational Therapy) (10626)	12	1	0	1	Representation was conditionally upheld on the basis of qualifications
Allied Health Professional (Physiotherapy) (10666)	98	1	1	0	
	2651	146	92	35	

MINISTRY FOR TRANSPORT, INFRASTRUCTURE AND PUBLIC WORKS

Post/Position	Applicants	Representations			Reason for upheld representations/ Remarks
		Total	Not Upheld	Upheld	
Manager I (Project Management) (10061)	5	1	1	0	
Post of Tradesman I (Welder & Fabricator) (10145)	12	1	1	0	
Assistant Foreman (10388)	55	1	1	0	
Health and Safety Officer (10556)	11	1	1	0	
Assistant Manager (10810)	23	1	1	0	
Senior Architect and Civil Engineer (10882)	4	1	1	0	
Senior Engineer (Electrical) (10938)	5	1	1	0	
	115	7	7	0	

APPENDIX 4

Petitions

OFFICE OF THE PRIME MINISTER					
Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not Upheld	Upheld	
IAID Senior Manager (Compliance and Risk) (9971)	7	2	2	0	
	7	2	2	0	

OFFICE OF THE PRIME MINISTER (MALTA PUBLIC SERVICE)					
Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not Upheld	Upheld	
CAF for Staff Nurses, Psychiatric Mental Health Nurse and Midwife leading to Senior Staff Nurse/Midwife (8670)	92	2	2	0	
CAF for Staff Nurses, Psychiatric Mental Health Nurse and Midwife leading to Senior Staff Nurse/Midwife (9848)	147	2	2	0	
	239	4	4	0	

OFFICE OF THE PRIME MINISTER (ASSISTANT DIRECTOR ADVISORY COMMITTEE)

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not Upheld	Upheld	
Assistant Director (Fisheries Control), MAFA	6	1	1	0	
	6	1	1	0	

MINISTRY FOR AGRICULTURE, FISHERIES AND ANIMAL RIGHTS

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not Upheld	Upheld	
Principal Veterinary Technical Officer	6	1	1	0	Still in progress by 31 December 2024 & concluded in 2025
	6	1	1	0	

MINISTRY FOR CULTURE, LANDS AND LOCAL GOVERNMENT

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not Upheld	Upheld	
Manager I to serve in Gozo	1	1	0	0	Still pending as on 31 December 2025
	1	1	0	0	

MINISTRY FOR EDUCATION, SPORT, YOUTH, RESEARCH AND INNOVATION

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not Upheld	Upheld	
Education Support Practitioner (Early Intervention) [6949]	13	1	1	0	Still in progress by 31 December 2024 & concluded in 2025
Senior Education Support Practitioner (7067)	4	1	0	0	Petition not considered as candidate meanwhile resigned
Supply Teacher (PE) (7170)	7	1	1	0	
Senior Foreman (Stores)	12	1	1	0	
Supply Teacher (Primary) (7445)	1	1	1	0	
Teacher (Post-Secondary) Hospitality (7458)	3	1	1	0	
Teacher (Secondary/Post-Secondary) Art (7481)	7	1	1	0	
Teacher (History) (7495)	5	1	0	0	Petition was late and not considered
Project Officer (EU Projects) (7779)	3	1	1	0	
Head of Department (Maltese as a Foreign Language) (7799)	13	2	2	0	
Teacher (Secondary/Post-Secondary) Music (7500)	2	1	1	0	
Supply Teacher (Art) (7668)	4	1	1	0	
Head of School to serve in Malta (7995)	15	4	0	0	Still pending as on 31 December 2025
Learning Support Educator (7319)	37	1	1	0	
Educational Officer Service Provision (Maths Primary) (8008)	2	1	0	0	Petition withdrawn by candidate

MINISTRY FOR SOCIAL AND AFFORDABLE ACCOMMODATION

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not Upheld	Upheld	
Manager I (10087)	1	1	0	0	Petition closed since applicant withdrew application
	1	1	0	0	

MINISTRY FOR GOZO AND PLANNING

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not Upheld	Upheld	
Senior Manager (Accounting and Finance)	4	1	1	0	Still in progress by 31 December 2024 & concluded in 2025
Manager II (Accounting and Finance) (10297)	6	1	1	0	
	10	2	2	0	

MINISTRY FOR HOME AFFAIRS, SECURITY AND EMPLOYMENT

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not Upheld	Upheld	
Senior Manager (Accounting and Finance)	4	1	1	0	Still in progress by 31 December 2024 & concluded in 2025
Manager II (Accounting and Finance) (10297)	6	1	1	0	
	10	2	2	0	

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not Upheld	Upheld	
Police Patrol and Community Support Officer (9611)	57	1	1	0	
Police Constable (10386)	59	2	2	0	
Staff Nurse, Police Department (10029)	33	1	1	0	
	149	4	4	0	

MINISTRY FOR EUROPEAN FUNDS AND IMPLEMENTATION OF THE ELECTORAL PROGRAMME

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not Upheld	Upheld	
Senior Manager (EU Funds) (11028)	29	1	0	0	Still pending as on 31 December 2025
	29	1	0	0	

MINISTRY FOR FINANCE

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not Upheld	Upheld	
Manager II (Procurement) (5774)	7	1	0	0	Petition discontinued due to disqualification of petitioner from selection process
	7	1	0	0	

MINISTRY FOR HEALTH AND ACTIVE AGEING - HEALTH

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not Upheld	Upheld	
Clinical Chairperson (Medicine)	2	1	1	0	Still in progress by 31 December 2024 & concluded in 2025
Manager I (Gozo General Hospital)	9	1	0	0	Still in progress by 31 December 2024 but then withdrawn and not considered
Pharmacist	1	1	1	0	Still in progress by 31 December 2024 & concluded in 2025
Fire Team Officer (9016)	16	3	3	0	
Clinical Chairperson Orthopaedics, Trauma and Sports Medicine (9766)	2	1	1	0	
HST Orthopaedic Surgery (9638)	5	1	1	0	
Clinical Chairperson, Gozo General Hospital (9735)	3	2	1	0	One petition was withdrawn
Charge Nurse, Mater Dei Hospital (9289)	95	6	5	0	One petition was late and not considered
House Officer (Foundation Doctor) (9297)	259	12	12	0	
HST Plastic Surgery (9649)	4	2	0	0	Petitions discontinued as process was annulled
Senior Manager (10043)	3	1	0	0	Petition discontinued as process was annulled
Consultant Orthopaedic Trauma Surgeon (Soft Tissue Knee Reconstruction) (9802)	2	1	1	0	
Other Industrial Grades (Post Mortem and Mortuary Attendant) (10170)	13	1	1	0	

MINISTRY FOR HEALTH AND ACTIVE AGEING - HEALTH

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not Upheld	Upheld	
BST (Psychiatry) (10589)	15	3	3	0	
General Practitioner Trainee (10496)	70	4	3	0	One petition was late and not considered
BST (Paediatrics) (10588)	14	3	3	0	
Consultant Ophthalmic Surgeon with special interest in Medical Retina and Geriatric Ophthalmology (10202)	2	1	1	0	
Allied Health Professional (Medical Laboratory Science) (10675)	22	2	2	0	
BST (General/Internal Medicine) (10580)	67	2	1	1	One petition was partially upheld since applicant merited marks under "Awards"
ECG Technician (10741)	4	1	1	0	
Senior Nursing Manager (10610)	18	1	1	0	
Basic Dental Trainee I (10793)	4	1	0	0	Still pending as on 31 December 2025
BST (Emergency) (10770)	25	2	0	0	Still pending as on 31 December 2025
Charge Midwife (10932)	32	3	0	0	Still pending as on 31 December 2025
Consultant (Obstetrics & Gynaecology) (10757)	6	1	0	0	Still pending as on 31 December 2025
Consultant (Rheumatology and General/Internal Medicine), Department of Medicine (10728)	5	1	0	0	Still pending as on 31 December 2025
	698	58	42	1	

MINISTRY FOR HEALTH AND ACTIVE AGEING - ACTIVE AGEING

Post/Position	Interviewed Candidates	Petitions			Remarks
		Total	Not Upheld	Upheld	
Charge Nurse (SVP) (9379)	70	2	0	2	Both petitions were upheld: one petitioner merited marks for 'years in the class' and 'years as Senior Staff Nurse'; whereas the other petitioner merited marks for MQF7 qualification rather than MQF6 qualification
Charge Nurse (AACC) (9375)	66	1	1	0	
Senior Nursing Manager (AACC) (10922)	26	5	0	0	Still pending as on 31 December 2025
Senior Nursing Manager (SVP) (10982)	25	2	0	0	Still pending as on 31 December 2025
Junior Staff Grade (Medical Class) on locum basis (10886)	27	1	0	0	Still pending as on 31 December 2025
	214	11	1	2	



APPENDIX 5

List of Tables and Diagrams

Table 1	Representations - Distribution by Ministry
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Table 4	Recommendations made by the Public Service Commission to the Prime Minister concerning criminal cases
Table 5	Recommendations made by the Public Service Commission to the Principal Permanent Secretary concerning criminal cases
Table 6	Recommendations made by the Public Service Commission to the Prime Minister concerning disciplinary cases
Table 7	Recommendations made by the Public Service Commission to the Principal Permanent Secretary concerning disciplinary cases
Table 8	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)	Office of the Prime Minister (Assistant Director Appointments Advisory Committee)
OPM (MEEC)	Office of the Prime Minister (European Funds, Equality, Reforms and Social Dialogue)
MFT	Office of the Deputy Prime Minister and Ministry for Foreign Affairs and Tourism
MAFA	Ministry for Agriculture, Fisheries, and Animal Rights
MHAL	Ministry for the National Heritage, the Arts and Local Government
MCLG	Ministry for Culture, Lands and Local Government
MEYR	Ministry for Education, Sport, Youth, Research and Innovation
MSPC	Ministry for Social Policy and Children's Rights
MSAA	Ministry for Social and Affordable Accommodation
MEEP	Ministry for the Economy, Enterprise and Strategic Projects
MIV	Ministry for Inclusion and the Voluntary Sector
MGP	Ministry for Gozo and Planning
MHSE	Ministry for Home Affairs, Security and Employment
MEEC	Ministry for the Environment, Energy and Public Cleanliness
MFIN	Ministry for Finance
MFI	Ministry for European Funds and the Implementation of the Electoral Programme
MJR	Ministry for Justice and Reform of the Construction Sector
MHA	Ministry for Health and Active Ageing
MTIP	Ministry for Transport, Infrastructure and Public Works





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