



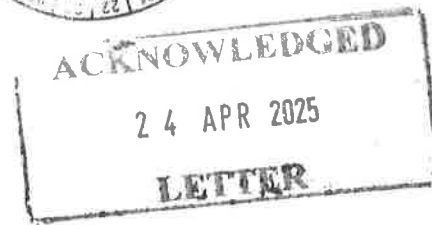
GOVERNMENT OF MALTA  
OFFICE OF THE PRINCIPAL PERMANENT SECRETARY  
OFFICE OF THE PRIME MINISTER

CEDUC-24-4612

23 April 2025

Judge Emeritus Joseph Zammit McKeon  
Ombudsman

Chief Justice Emeritus Vincent A De Gaetano  
Commissioner for Education



Dear Sirs

I refer to your letter dated 30 September 2024, sent to the Prime Minister in terms of article 22(4) of the Ombudsman Act, and forwarding the final opinion dated 17 May 2024 regarding the case quoted in reference.

As you have been previously informed by Permanent Secretary, Ministry for Education, Sport, Youth, Research, and Innovation (MEYR), on 14 and 25 June 2024, this issue was being discussed between the Industrial Relations Unit within the People & Standards Division (P & SD) and unions signatories of the Public Service Collective Agreement.

Subsequently, on 13 February 2025, Director General, Coordination & Implementation Division (C&I) in the Office of the Prime Minister informed you, by means of an interim reply regarding this case, that as from 1 January 2025 the complainant became eligible for the qualification allowance in question, in line with the new Public Service Collective Agreement. However, discussions were taking place regarding the retroactive payment of this allowance to the complainant.

On 22 March 2025, a meeting was held between the P & SD, MEYR and the C & I to agree on a way forward. An exercise was carried out to establish the number of officers who applied for a qualification allowance for a Level 5 qualification and whose requests had been refused in line with established policy, between 2019 and 2024. After further discussions, it



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was decided that all officers concerned will be granted the qualification allowance from the date of their application.

P&SD and MEYR will be coordinating payments to the employees concerned accordingly. I am informed that MEYR have issued instructions to the salaries section to proceed with payment.

In this manner, your recommendation in the final opinion is being implemented for all officers in the same situation as the complainant, to ensure fair and equal treatment.

Yours sincerely

Tony Sultana  
Principal Permanent Secretary

cc: The Honourable Prime Minister  
Permanent Secretary (MEYR)  
Permanent Secretary (P & SD)