

Case No CEDUC-24-5136

9 July 2025

Mr Matthew Vella
Permanent Secretary
Ministry for Education, Sport, Youth, Research and Innovation
Great Siege Road
Floriana

Dear Mr Vella

I refer to your letter minute of the 4th instant (under the hand of Mr Charles Dimech) in connection with the case in caption in response to the Final Opinion of the 30th May 2025.

This letter minute is conspicuous by the absence of any serious engagement on the part of your ministry over the issue of the concrete and practical, as opposed to the legalistic and theoretical, approach to the principle of equal pay for work of equal value, which was the thrust of paragraph 11 of this Office's Final Opinion aforementioned.

The warrant/s issued by the Council for the Teaching Profession was/were not the issue in this case. It is also difficult for this Office to fathom how paragraph 6 of the Final Opinion could possibly give the impression mentioned in the first paragraph of your letter minute – unless one approaches the issue raised by the complainant with the pre-conceived notion that the equitable principles underlying Article 22(1)(2) of Cap. 385 are to be *a priori* disregarded.

Finally, it is clear from the drift of your reply that the administration is quite content with the present situation which in practice exploits supply teachers. The fact that this is done with the connivance of others does not render the situation any the less inequitable.

Yours sincerely

Vincent A De Gaetano
Commissioner for Education