

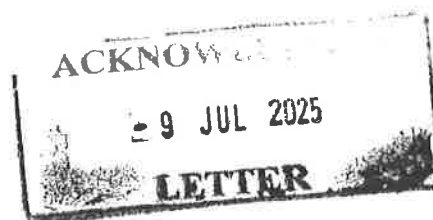


Our Ref.: MEYR/11/2024/44

Your Ref.: CEDUC-24-5136

4 July 2025

The Hon. Chief Justice Emeritus Vincent A. Degaetano
Commissioner for Education
Office of the Ombudsman
11
St. Paul Street
Valletta



Dear Commissioner,

Complaint by

Reference is made to your recommendation in the case CEDUC-24-5136. Contrary to the impression given by the decision issued, supply teachers have been engaged for decades, albeit under a different nomenclature, and not just for a short period of time as indicated.

The permanent warrant is issued by the Council for the Teaching Profession as per law. Therefore, persons who do not meet the legal requirements cannot obtain a permanent warrant. The requirements were set by the legislator and not the Ministry for Education, Sport, Youth, Research and Innovation.

The class (referring to grade) which one has is not attached to the performance but to the qualifications and to the call and interview which a person would have sat for. Thus, a supply teacher (or a supply graduate) cannot be assigned to the class of teacher simply based on the performance.

In fact, in article 2 (1) quoted from Cap 452 it is clearly stated that a class can be defined in an agreement, which is the case of a supply teacher (Annex 2 Provisions regulating Supply Grades).

The conditions of a supply teacher are public and have been public for decades and thus one cannot accuse the Ministry of taking anyone by surprise.

Furthermore, I add that these conditions are established together with the MUT. Should your recommendation be considered favourably we are certain that this will create issues with fully qualified teachers and hence create a backlash thus creating a level of industrial unrest amongst the teaching profession.



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RESEARCH AND INNOVATION
OFFICE OF THE PERMANENT SECRETARY

The Ministry also does not agree with the statement that complainant (or any supply teacher) is doomed to remain in the present grade/class (and conditions). Anyone who obtains the necessary requirements to become a regular teacher will have the possibility open. Opportunities already exist and the Ministry is committed to make these opportunities more accessible.

For the above reasons the Ministry cannot take your Office's recommendation on board.

Yours sincerely,

Charles Dimech
Director, Internal Audit and Compliance

f/Matthew Vella
Permanent Secretary