



CEDUC-22-2982

02 June 2023

Judge Emeritus Joseph Zammit McKeon  
Ombudsman

Judge Emeritus Vincent A De Gaetano  
Commissioner for Education

Dear Sirs

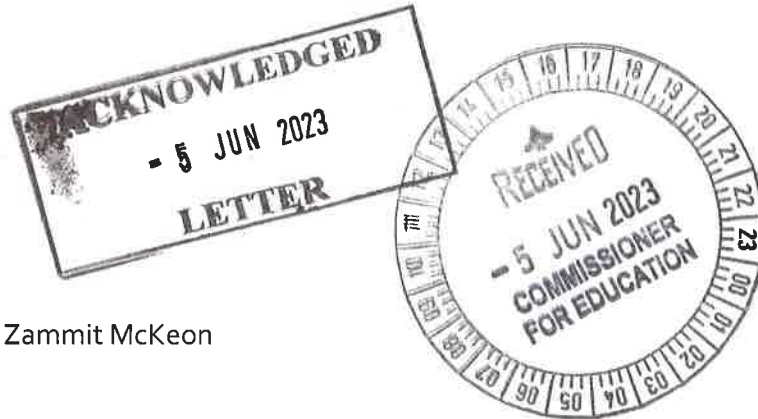
I refer to your letter dated 28 March 2023, addressed to the Prime Minister, regarding the case quoted in reference.

A meeting has been held between the Permanent Secretary, Ministry for Education, Sport, Youth, Research and Innovation (MEYR) and the Coordination and Implementation Division to discuss the difficulties which prevent the acceptance of the recommendations presented in your final opinion.

During the meeting it emerged that:

1. Secondary/post-secondary teachers are grouped in one category in the pertinent sectoral agreement
2. The call is issued for secondary/post-secondary teacher and a teacher requires a qualification in pedagogy
3. The call is issued in this manner to allow for flexibility to employ post-secondary teachers in secondary schools if they become redundant. With the developments taking place and planned for MCAST, it is envisaged that a good number of post-secondary teachers will become redundant in the next five years
4. If calls are issued separately and a post-secondary teacher becomes redundant, they would:
  - a. either be placed in a secondary school as a supply teacher, thus incurring a decrease in salary, since they are not in possession of a teacher's warrant; or
  - b. have their appointment terminated.

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5. Both scenarios are unacceptable practices in the public service and would give rise to objections from the unions.
6. Moreover, MEYR cannot have a situation where some teachers without a qualification in pedagogy be paid the salary of a regular teacher, while the rest are paid that applicable to a supply teacher.

On the basis of points 1 to 6 above, it is considered that Permanent Secretary (MEYR) has valid reasons for not accepting the first recommendation. By not accepting the first recommendation, the second recommendation cannot be implemented.

Rather than disrupting the system in place, which is agreed to by the unions, the situation of the complainants can be improved if:

- a. The employing school tops up their salary by paying the difference between the salary of a graduate supply teacher (paid by MEYR) and that of a regular teacher, considering that the complainants are rendering service to the school, teaching at post-secondary level
- b. The complainants obtain a qualification in pedagogy, rendering them eligible to a post as regular teacher.

Yours sincerely

Tony Sultana  
Principal Permanent Secretary

cc: The Honourable Prime Minister  
Permanent Secretary (MEYR)