



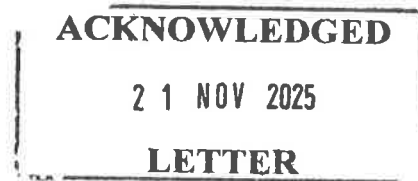
GOVERNMENT OF MALTA
OFFICE OF THE PRINCIPAL PERMANENT SECRETARY
OFFICE OF THE PRIME MINISTER

CEDUC-24-5136

19 November 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 10 July 2025, sent to the Prime Minister in terms of article 22(4) of the Ombudsman Act, and to the final opinion dated 30 May 2025, regarding the case quoted in reference.

The recommendation made in the Final Opinion has been given careful consideration. We disagree that the current practice of having two categories of educators – regular and supply – breaches the principle of equal pay for work of equal value. Regular Teachers and Supply Teachers are two distinct categories of employees as indicated in the pertinent Sectoral Agreement.

The concept of equal pay for work of equal value takes into account the qualifications held by employees. To this effect, the allowances emerging from the Sectoral Agreement are tied to the qualifications held by the recipients. Regular Teachers are granted allowances based on their being in possession of their teaching qualification.

Your statement that *the complainant is destined to remain in salary scale 9 as a 'Supply Graduate Teacher – MQF 6/7 non-teaching qualification' until she retires ...* is incorrect as she



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has ample opportunities to obtain a teaching qualification which would enable her to become a Regular Teacher.

Although these opportunities already exist the Ministry for Education, Sport, Youth, Research and Innovation (MEYR) will also be offering the possibility to Supply Teachers currently in employment to follow a course of study leading to a professional teaching qualification free of charge, as the Ministry will absorb related fees.

The above measures aim to strike a balance between the deserving recognition to educators who commit to obtaining a teaching qualification and making teaching their vocation and providing other educators easy access to attain such a qualification, without incurring adverse repercussions for the teaching profession.

Yours sincerely

Tony Sultana
Principal Permanent Secretary

cc: The Honourable Prime Minister
Permanent Secretary (MEYR)