

COLLECTIVE AGREEMENT
FOR EMPLOYEES
IN THE PUBLIC SERVICE

1ST JANUARY 2025 – 31ST DECEMBER 2030

Table of Contents

1.	Preamble	2
2.	Introduction	2
3.	Initiative-driven strategy towards Industrial Relations.....	3
4.	Public Service Management Code and related documents.....	3
5.	Definitions	4
6.	Management of Business.....	5
7.	Authorised Personnel.....	5
8.	Term of Agreement.....	5
9.	Union Recognition – Collective Agreement	6
10.	Union Recognition – Sectoral Agreements	6
11.	Conflict Resolution Procedures.....	7
12.	Conciliation Procedure.....	9
13.	Unofficial Industrial Action.....	9
14.	Union Fees.....	9
15.	Classification and Grading Structures	10
16.	Salaries	10
17.	Mental Health	10
	Appendix A: Financial Aspect	13
	Appendix B: Union Officials	24

1. Preamble

The parties acknowledge the existing harmonious and mutually beneficial relationships between the Public Service Administration, herein referred to as the Administration and the Unions which have, over the years offered stability with increased benefits in working conditions and increased productivity.

The mission of the agreement is to maintain the level of improved conditions of employment conducive to the desired level of excellence of the public services being provided to the Government and the people. This whilst keeping and ensuring the long-term sustainability of the public service. The parties hereby commit themselves to:

- a) continue to support an inclusive workplace that focuses on both the wellbeing and the development of its employees. This approach will facilitate a corporate social responsibility that extends itself beyond the Public Service towards society at large especially the most vulnerable;
- b) facilitate employees covered by this agreement with adequate policies, in force from time to time, to carry out corporate special responsibility;
- c) work towards improving environment friendly initiatives and environment friendly work processes;
- d) maintain healthy and harmonious industrial relationships in the interest of employees, the Administration and the Citizens of Malta and as such shall endeavour to resolve any industrial disputes without the need to resorting to industrial actions;
- e) harness the capabilities of individuals, technology, and services so as to ensure that the business of Government is carried out in an efficient, effective and sustainable manner.

2. Introduction

- 2.1. The Administration and the Unions affirm that this Agreement is a contract that legally binds the parties concerned.
- 2.2. It is agreed by the signatories of this Agreement that this agreement is to be construed and interpreted in accordance with the provisions of the Public Administration Act (PAA), directives emanating therefrom, the Public Service Management Code (PSMC), Sectoral Agreements and other emanating agreements thereof that are in force from time to time.
- 2.3. Any reference to the law that is not a reference to a specific law or other instrument with the force of law shall be deemed to be a reference to the Employment & Industrial Relations Act (Cap 452) and any subsidiary legislation or other instrument with the force of law issued there under from time to time or to any legislation or instrument with the force of law that substitutes for, adds to or amends this Act.

- 2.4. The Administration and the Unions agree that the benefits stipulated in this Agreement are not additional to any similar benefits stipulated by Law, or by the enactment of legislation or as provided for by the respective Sectoral Agreement. In circumstances where benefits may be similar or overlap, the respective parties shall agree on which benefits are to be retained.

3. Initiative-driven strategy towards Industrial Relations

- 3.1 Signatories agree that they are to meet on annual basis to evaluate, discuss and review ongoing issues which are of a collective nature related to:
- a) Ongoing macro industrial relations issues
 - b) Principles emanating from this Public Service Collective Agreement
 - c) Effectiveness of the implementation of this agreement
 - d) Issues emanating from this Public Service Collective Agreement.

4. Public Service Management Code and related documents

- 4.1 The Administration shall inform that unions of all major policy changes to the Management code prior to changes being carried out. Furthermore, it is agreed that unions are to be consulted on any changes which directly affect working conditions of employees. The Administration reserves the right to introduce any changes which are necessary to address any shortages in policies that may be leading to inconsistencies and to curtail any potential misuse of policy provisions.

- 4.2 The Administration shall undertake to investigate a digital solution to have accessibility of earlier documentation of the Public Service Management Code.

- 4.3 Unless there are exceptional circumstances, communication to employees such as circulars / internal instructions which have a direct impact on the working conditions of employees shall be issued between Monday to Thursday.

In this respect the Administration shall establish an internal communication policy which shall be carried out in consultation with the unions by the end of December 2024.

- 4.4 The "right to disconnect" refers to the principle that employees should have the right to refrain from engaging in work-related communications during periods of outside of regular working hours.

The Administration shall ensure that any regulations established by the European Union are implemented across the public administration where applicable in a planned manner not to disrupt operations through flash changes. Hence, it is agreed that at the point of the introduction of an EU Regulation it will be introduced gradual and starting with non-managerial or headship grades over a period of five (5) years.

5. Definitions

5.1. For the purpose of this Agreement:

- a) **"Agreement"** means this Collective Agreement for employees in the Public Service entered into between the Administration and the Unions signatories to this agreement which shall come into effect as from 1st January, 2025. Unless otherwise stated, provisions which ameliorated employees' working conditions not covered by this agreement shall remain in force.
- b) **"Consultation"** means the establishment of dialogue and exchange of views between the Unions representing the Public Officers and the management of the Government, at a time, in a manner and with a content which allows the Unions, on the basis of information provided, to express an opinion on measures envisaged by the management which are taken into account in the decision-making process of the Government.
- c) **"Employer"** means the Government of Malta;
- d) The term **"Employee" or "Employees"**, wherever used in this Collective Agreement, means all public officers appointed by PSC in the Public Service in salary scales between 1 and 20 covered by this Collective Agreement.

"Management" shall be considered to mean employees in Salary Scales 1 to 5 (both inclusive) regulated by Headship provisions and their substitutes, particularly in the grades of Principal Permanent Secretary, Permanent Secretary, Director General, Director, Assistant Director, Head, Chief Information Officers, and any other grades/positions defined as management positions from time to time.

- e) **"Unions"** means the employee representatives organisations signatory to this Agreement, i.e.:

- General Workers' Union
- Malta Chamber of Psychologists
- Malta Police Union (MPU)
- Malta Union of Midwives and Nurses
- Malta Union of Teachers
- Medical Association of Malta
- Police Officers' Union (GWU)
- UHM – Voice of the Workers
- Union Periti u Inġiniera tas-Settur Pubbliku
- Union tal-Protezzjoni Ċivili, Malta

- f) Whenever in this Collective Agreement the word **"Administration"** is used, it shall be interpreted to mean the Principal Permanent Secretary or his authorised representatives.

- g) "Working-Day/Days/Hours" for the purpose of notice of industrial action shall mean such day/s/hours as are worked by the central administration of the Government and for this purpose days of shut-down, Saturdays, Sundays and Public Holidays shall not be considered as working days.
- h) "Union Official" shall refer to those officers who are identified by the Unions as listed in Appendix B. The Union shall inform and keep the Administration updated with any changes.
- j) "Sectoral Agreement" shall refer to an agreement or Memorandum of Understanding (MOU) between the Administration and the respective Union/s for a particular class or sector of employees.
- k) Any reference to disciplinary procedures for Public Officers means Public Service Commission disciplinary procedures in force from time to time.

6. Management of Business

- 6.1 Without prejudice to the provisions of this Agreement, the management of the business, deployment of staff and the operations of the Administration and the authority to execute all the various duties, functions and responsibilities incidental thereto are vested in the Administration.

7. Authorised Personnel

- 7.1 It is agreed that during negotiations between the Administration and Union/s, the Administration shall be represented by personnel who are authorised to represent the Administration by the respective Permanent Secretary and any other official body as directed by the Principal Permanent Secretary from time to time. The unions will be informed accordingly.

8. Term of Agreement

- 8.1. This Agreement shall remain in effect until 31st December 2030 and covers all employees as defined in 5.1(d) thereof be they employed on an indefinite or definite contract, full time or part time irrespective of whether employee works on reduced hours or on other family friendly measures.
- 8.2. Negotiations in respect of the next Collective Agreement effective 1st January 2031, will commence by not later than the end of March 2030. During negotiations and until a new Agreement is signed, the conditions laid out in this Agreement shall remain in force.

9. Union Recognition – Collective Agreement

- 9.1. For the purpose of this collective agreement and its duration thereof, the Administration recognises both the Unions signatory to this agreement and any other officially registered union which during the duration of the collective agreement represents a category of employees through an official sectoral agreement signed between the new union and the administration, as the only organisations with which it shall negotiate collectively regarding, and in the name of the employees, covered by this agreement.
- 9.2. The Administration shall ensure that there shall be no discrimination or intimidation in favour of or against employees because of membership or non-membership in the Union, and undertakes to give reasonable necessary assistance to the Unions to exercise their legitimate functions under this agreement, provided that the operations of the Administration shall not be impeded.
- 9.3. The Union shall immediately inform, in writing, the Office of the Principal Permanent Secretary, or as directed by his Office from time to time, of its Union officials and keep this information up to date as applicable.
- 9.4. The Union shall immediately inform, in writing, the Office of the Principal Permanent Secretary, or as directed by his Office from time to time, of its Union representatives and keep this information up to date as applicable¹.

10. Union Recognition – Sectoral Agreements

- 10.1. Union Recognition shall be regulated by the provisions currently stipulated in Legal Notice 413 and 414 of 2016 of Chapter 452 of the Laws and any other amendment thereto, in force from time to time.
- 10.2. Henceforth, Sectoral Agreements will be valid for a period of not less than five (5) years. Parties may address particular issues which may arise in exceptional circumstances during the validity period of the Sectoral Agreement.
- 10.3. To ensure clarity a “sector” or a “class” of employees are established on the basis of existing signed Sectoral Agreements and emanating documents thereof and in effect as on the date of signing of this agreement.

Without prejudice to the right of employees of association and hence to join any union of their choice, it is agreed that negotiations regarding conditions of employment may only be carried out with the union/s recognised as representing the particular class of employees.

¹ This includes, amongst others, collectors of annual union fees and shop stewards

a) Claim for Recognition for grades already recognised by a union/s

Furthermore, whilst the right to claim recognition for a particular class in line with the legal provisions, it is agreed that fragmentation of existing agreements will be avoided.

The following guiding principles will be taken in consideration when evaluating such circumstances:

- a) the history of the Sectoral Agreement, which shall be the main factor;
- b) the provision of services to the client, albeit at different levels;
- c) the career stream of the employee, taking in cognisance the level of qualification / speciality;
- d) the organisational structure and overall management of the category in question.

When one Sectoral Agreement regulates different streams, categories, nomenclatures and qualification the history of collective bargaining will be the predominant effect when analysing such claims.

The above provisions are without prejudice to right of either party to refer the matter to the Industrial Tribunal for a decision.

b) Claim for Recognition for grades not recognised by a union/s

Unions may put forward a request for recognition for a new category of employees due to emerging career paths and as confirmed by the People & Standards Division within the Office of the Prime Minister.

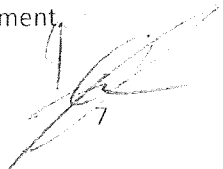
11. Conflict Resolution Procedures

- 11.1. The Administration and the Unions agree all interaction between them should be carried out in such a manner as to promote harmony.

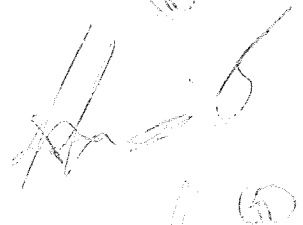
a) Disagreement as a result of Operational Issues

- i. Whenever an issue of an operational nature arises, the union shall register a "pre-advice of the disagreement" as a result of the issue arisen. The union shall refer the matter to the respective Permanent Secretary, copying in the Central Administration within the People and Standards Division to address this issue.
- ii. Once the above "pre-advice of disagreement" is registered the status quo as was prior to the issue arisen, shall prevail.
- iii. Parties shall be obliged to meet to resolve the matter within three (3) working days (as defined in 5.1 (g)) from the "pre-advice of disagreement" sent by the union. Parties shall endeavour to resolve the matter in an amicable manner.
- iv. If the matter is not resolved, the matter is referred to conciliation procedure as outlined in this Agreement.

ms







1. 50

- v. If the issue is not resolved following conciliation procedures, as specified below, either party may take any action as permissible by law.

b) Disagreement resulting through the negotiation process of Sectoral Agreement and its implementation

Discussions on Sectoral Agreements shall be guided by the provisions of the applicable Directive as in force from time to time.

When undergoing discussions on the revision of a Sectoral Agreement and the union feels that such discussions have reached a stalemate position the union may register an industrial dispute to the respective Permanent Secretary and the Central Administration with the People & Standards Division, OPM.

An industrial dispute is to be registered by the union official to the respective Permanent Secretary and the Central Administration with the People & Standards Division, OPM.

Registering an Industrial Dispute without the notice of industrial actions

The union may register an industrial dispute without the notice of industrial actions. In such circumstances, parties shall be obliged to undertake discussions with the respective Permanent Secretary. If such discussions do not resolve the matter parties are obliged to undergo a conciliation procedure. In this circumstance any advice for industrial actions have to be pre-advised at least two (2) working days (as defined in 5.1 (g)) beforehand.

Registering an Industrial Dispute with a pre-advice for potential industrial actions

The union may register an industrial dispute and this shall also serve as a pre-advice for potential industrial actions.

Once an industrial dispute with a pre-advice for potential industrial actions is registered the parties are obliged to undergo a conciliation procedure prior to any industrial actions coming into force. Such procedure shall commence within two (2) working days (as defined in 5.1 (g)) from when an industrial dispute has been registered.

The conciliation board shall endeavour to conclude this process by not later than eight (8) working days. In instances whereby parties have registered progress during this procedure they may agree to continue the discussions beyond the eight (8) working days. This is without prejudice to the right of either party to consider the process as concluded by communicating as such to all parties concerned.

Once the conciliation procedure has been concluded either party may take any action as permissible by law.

Without prejudice to the above, both parties reserve the right to take immediate remedial action as provided by at Law, in instances there is an event of a clear and present danger to health and safety of an employee/s at the place of work.

ms

8

8

8

8

Prior to any cessation of work activities, the Union shall, as far as reasonably possible, cooperate to permit work that is required to protect the property and equipment of the Administration.

12. Conciliation Procedure

- 12.1. The Conciliation Board shall be composed of a Chairperson which is to be nominated in agreement by all parties, a representative of the Administration and a representative on behalf of the Unions. The Conciliation board may refer to technical expertise as deemed necessary during the process.
- 12.2. The parties agree on a pool of members who may serve on the conciliation board which is to be established/confirmed for a period of three (3) years. The parties are obliged to agree on members following the elapse of the three (3) year period. Five (5) members are to be nominated in agreement with the unions to serve as Chairpersons which are to be established by December 2024. Unions are to present their nominations by December 2024.
- 12.3. Chairpersons shall be allocated by rotation and subject to availability.
- 12.4. The purpose of the conciliation mechanism is to facilitate parties to reach an amicable settlement and shall allocate the necessary time for such a purpose. Following the whole process, the conciliation board shall issue a report to both parties which may include recommendations for the consideration of parties in the dispute.

13. Unofficial Industrial Action

- 13.1. Employees who take industrial action on their own initiative will be in breach of this Agreement.
- 13.2. Employees who take such industrial action shall be subject to disciplinary action, in accordance with disciplinary regulations, in force from time to time.
- 13.3. No-one except Union officials may give directives to employees. For the avoidance of misunderstanding, a shop steward or member of the Union committee is not considered to be a Union official.

14. Union Fees

- 14.1. On a written request by the employee, the employer shall facilitate the deduction of Union fee related dues directly from the employee's wages and shall remit same to the Union every month.

- 14.2. It is understood that the employees' authority given to the employer to deduct recognised Union fees from their salary can be revoked by the employees at any time in writing to the recognised Union. The employer, on receipt of such revocation from the Union, shall discontinue forthwith to deduct Union dues from their wages/salary.

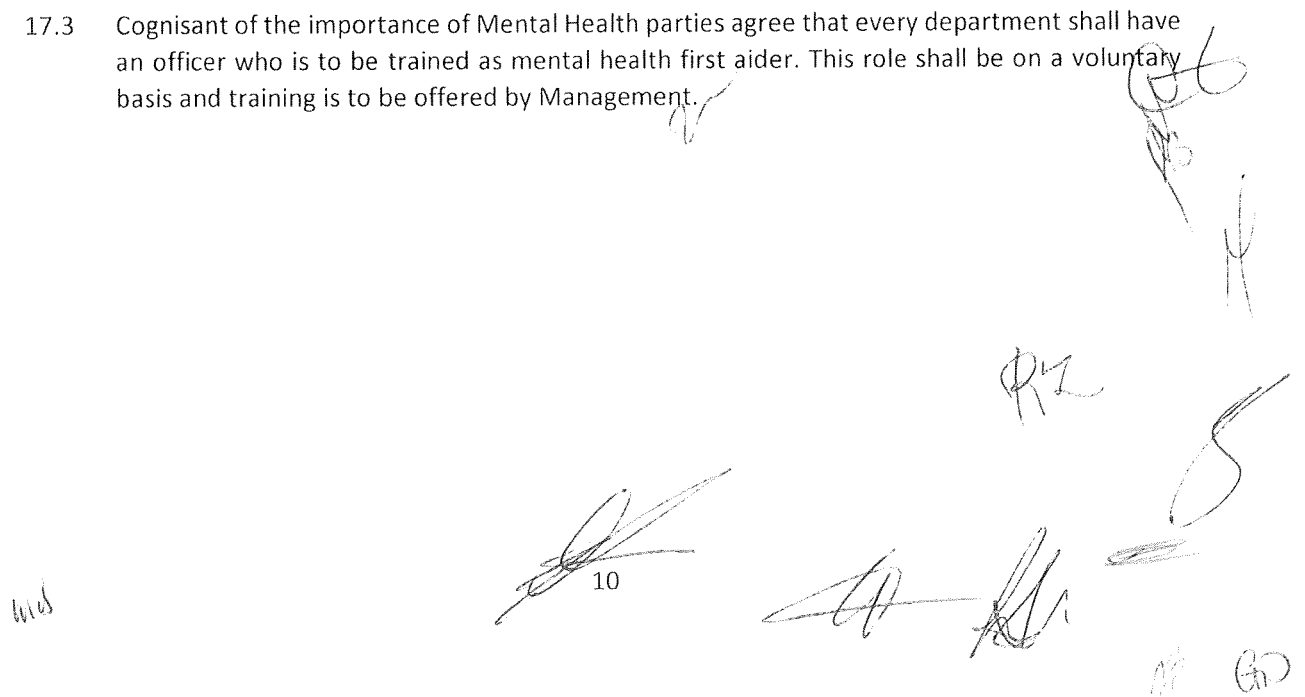
15. Classification and Grading Structures

- 15.1. The Administration and the Unions agree that the current established benchmarks shall not be disturbed. The salary structures in the current Public Service Classification Agreements shall continue to respect these benchmarks.

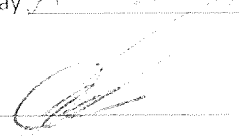
16. Salaries

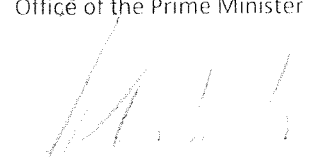
- 16.1. The parties agree that salary scales payable to employees during the years, 2025 – 2030, will be as shown in Appendix A to the Agreement.

17. Mental Health

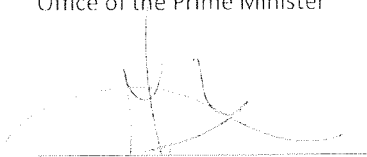
- 17.1 The parties aim to create and promote a workplace environment based on trust, support and mutual respect. In so-doing a work-based environment where employees can talk openly about their job and mental health problems and to report difficulties without fear of discrimination or reprisal is provided.
- 17.2 In this regard employees may utilise the services provided through the Employment Support Programme (ESP) during working hours when the need arises. All contact with the ESP Unit is strictly confidential and information shared with the ESP Unit will not be disclosed to third parties without the employee's written consent unless there is risk of physical harm to the employee or others. No records are included in the employee's personal file.
- 17.3 Cognisant of the importance of Mental Health parties agree that every department shall have an officer who is to be trained as mental health first aider. This role shall be on a voluntary basis and training is to be offered by Management.
- 

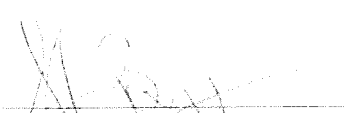
Signed today

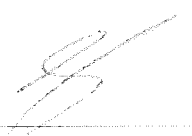

T. Sultana
Principal Permanent Secretary
Office of the Prime Minister


T. Woods
Head
Industrial Relations Unit, P&SD

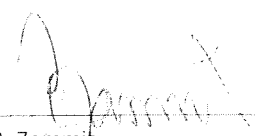

J. Cassar
Permanent Secretary (P&SD)
Office of the Prime Minister

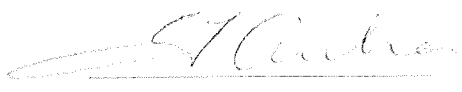

M. Grixti
Deputy Head
Industrial Relations Unit, P&SD

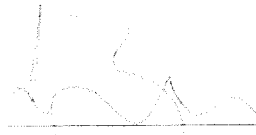

J. Bugeja
General Secretary
General Workers' Union

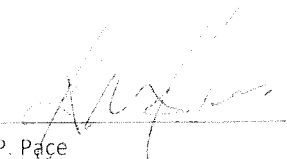

J. Saliba Lorenzen
Vice-Chairperson
Malta Police Union

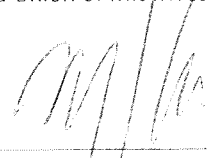

M. Bonnici
President
Malta Union of Teachers

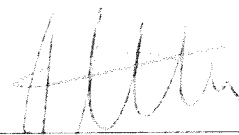

R. Zammit
President
Police Officers' Union - GWU


C. Casha
President
Union Periti u Inġiniera tas-Settur Pubbliku


G. Debono
President
Malta Chamber of Psychologists


P. Pace
President
Malta Union of Midwives and Nurses

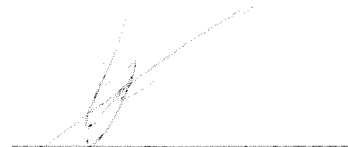

M. Balzan
President
Medical Association of Malta


J. Vella
Chief Executive Officer
UHM – Voice of the Workers

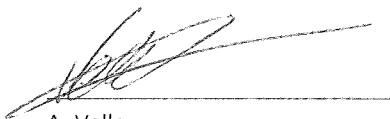

D. Cassar
President
Union tal-Protezzjoni Ċivili, Malta



K. Bondin
Section Secretary
General Workers' Union



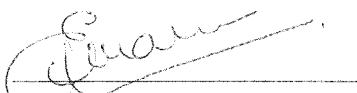
Y. Teebi
Vice-President (Union Matters)
Malta Chamber of Psychologists



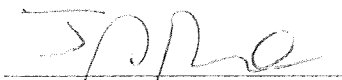
A. Vella
Acting Secretary
Malta Police Union



C. Galea
General Secretary
Malta Union of Midwives and Nurses



E. Germani
Senior Vice-President
Malta Union of Teachers



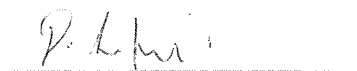
JP. Tabone
Secretary General
Medical Association of Malta



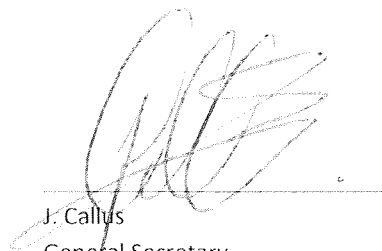
S. Spiteri
Vice-President
Police Officers' Union - GWU



M. Sacco
Director
UHM – Voice of the Workers



D. Spiteri
General Secretary
Union Periti u Inġiniera tas-Settur Pubbliku



J. Callus
General Secretary
Union tal-Protezzjoni Ċivili, Malta

Appendix A: Financial Aspect

1) Salary Structure

Salary Scale	2025	2026	2027	2028	2029	2030	Increment
--------------	------	------	------	------	------	------	-----------

1	768	768	768	880	880	992	
	51,125	51,893	52,661	53,541	54,421	55,412	

2	975	975	975	1,082	1,082	1,189	
	47,922	48,897	49,872	50,954	52,036	53,225	

3	1,181	1,181	1,181	1,283	1,283	1,386	
	44,723	45,904	47,085	48,368	49,651	51,038	

4	1,386	1,386	1,386	1,483	1,483	1,582	
	41,530	42,916	44,301	45,785	47,268	48,850	

5	1,652	1,652	1,652	1,745	1,745	1,839	
	38,030	39,682	41,334	43,079	44,824	46,663	
	37,389	39,041	40,693	42,438	44,183	46,022	
	36,748	38,400	40,052	41,797	43,542	45,381	
	36,107	37,759	39,411	41,156	42,901	44,740	
	35,466	37,118	38,770	40,515	42,260	44,099	
	34,825	36,477	38,129	39,874	41,619	43,458	
	34,184	35,836	37,488	39,233	40,978	42,817	

6	1,652	1,652	1,652	1,741	1,741	1,831	
	35,857	37,509	39,162	40,903	42,645	44,476	
	35,261	36,913	38,566	40,307	42,048	43,879	
	34,664	36,317	37,969	39,711	41,452	43,283	
	34,068	35,720	37,373	39,114	40,856	42,687	
	33,472	35,124	36,777	38,518	40,259	42,090	
	32,875	34,528	36,180	37,922	39,663	41,494	
	32,279	33,931	35,584	37,325	39,067	40,898	

7	1,651	1,651	1,651	1,736	1,736	1,821	
	33,694	35,345	36,996	38,732	40,467	42,288	
	33,163	34,814	36,465	38,201	39,936	41,757	
	32,632	34,283	35,934	37,669	39,405	41,226	
	32,100	33,752	35,403	37,138	38,874	40,695	
	31,569	33,220	34,871	36,607	38,343	40,164	
	31,038	32,689	34,340	36,076	37,812	39,633	
	30,507	32,158	33,809	35,545	37,280	39,101	

Salary Scale	2025	2026	2027	2028	2029	2030	Increment
--------------	------	------	------	------	------	------	-----------

	1,613	1,613	1,613	1,693	1,693	1,775	
8	31,713	33,326	34,940	36,633	38,327	40,101	
	31,226	32,839	34,453	36,146	37,840	39,614	
	30,739	32,353	33,966	35,659	37,353	39,127	487
	30,252	31,866	33,479	35,173	36,866	38,641	
	29,766	31,379	32,992	34,686	36,379	38,154	
	29,279	30,892	32,506	34,199	35,892	37,667	
	28,792	30,405	32,019	33,712	35,406	37,180	

	1,556	1,556	1,556	1,632	1,632	1,709	
9	29,829	31,385	32,942	34,573	36,205	37,914	
	29,382	30,938	32,494	34,126	35,758	37,466	
	28,935	30,491	32,047	33,679	35,311	37,019	447
	28,487	30,043	31,600	33,231	34,863	36,572	
	28,040	29,596	31,152	32,784	34,416	36,124	
	27,593	29,149	30,705	32,337	33,969	35,677	
	27,145	28,701	30,258	31,889	33,521	35,230	

	1,485	1,485	1,485	1,556	1,556	1,628	
10	28,017	29,501	30,986	32,542	34,098	35,726	
	27,609	29,094	30,578	32,134	33,691	35,319	
	27,201	28,686	30,171	31,727	33,283	34,911	408
	26,794	28,278	29,763	31,319	32,875	34,503	
	26,386	27,871	29,355	30,911	32,468	34,096	
	25,978	27,463	28,948	30,504	32,060	33,688	
	25,571	27,055	28,540	30,096	31,652	33,280	

	1,396	1,396	1,396	1,463	1,463	1,531	
11	26,290	27,686	29,082	30,545	32,008	33,539	
	25,915	27,311	28,707	30,170	31,633	33,164	
	25,540	26,936	28,332	29,795	31,258	32,789	375
	25,165	26,561	27,957	29,420	30,883	32,414	
	24,790	26,186	27,582	29,045	30,508	32,038	
	24,415	25,811	27,207	28,670	30,133	31,663	
	24,039	25,435	26,831	28,294	29,757	31,288	

Salary Scale	2025	2026	2027	2028	2029	2030	Increment
	1,290	1,290	1,290	1,353	1,353	1,416	
12	24,650	25,940	27,231	28,583	29,936	31,352	
	24,296	25,586	26,877	28,229	29,582	30,998	
	23,942	25,232	26,523	27,875	29,228	30,644	354
	23,588	24,878	26,169	27,521	28,874	30,290	
	23,234	24,524	25,815	27,167	28,520	29,936	
	22,880	24,170	25,461	26,813	28,166	29,582	
	22,526	23,816	25,107	26,459	27,812	29,228	

	1,175	1,175	1,175	1,233	1,233	1,292	
13	23,055	24,230	25,406	26,639	27,872	29,165	
	22,720	23,895	25,070	26,303	27,537	28,829	
	22,384	23,559	24,735	25,968	27,201	28,494	336
	22,049	23,224	24,399	25,632	26,866	28,158	
	21,713	22,888	24,064	25,297	26,530	27,823	
	21,378	22,553	23,728	24,961	26,195	27,487	
	21,042	22,217	23,393	24,626	25,859	27,152	

	1,054	1,054	1,054	1,108	1,108	1,162	
14	21,492	22,546	23,600	24,707	25,815	26,977	
	21,176	22,229	23,283	24,391	25,498	26,660	
	20,859	21,912	22,966	24,074	25,181	26,344	317
	20,542	21,596	22,649	23,757	24,865	26,027	
	20,225	21,279	22,333	23,440	24,548	25,710	
	19,908	20,962	22,016	23,123	24,231	25,393	
	19,591	20,645	21,699	22,806	23,914	25,076	

	923	923	923	973	973	1,023	
15	19,976	20,899	21,822	22,795	23,767	24,790	
	19,678	20,601	21,524	22,497	23,469	24,492	
	19,380	20,303	21,226	22,199	23,171	24,194	298
	19,082	20,005	20,928	21,901	22,873	23,896	
	18,784	19,707	20,630	21,603	22,575	23,598	
	18,486	19,409	20,332	21,305	22,277	23,300	
	18,188	19,111	20,034	21,007	21,979	23,002	

	786	786	786	831	831	876	
16	18,493	19,279	20,065	20,895	21,726	22,603	
	18,230	19,016	19,802	20,632	21,463	22,340	
	17,967	18,753	19,539	20,369	21,200	22,077	
	17,704	18,490	19,276	20,106	20,937	21,814	263
	17,441	18,227	19,013	19,843	20,674	21,551	
	17,178	17,964	18,750	19,580	20,411	21,288	
	16,915	17,701	18,487	19,317	20,148	21,025	

Salary Scale	2025	2026	2027	2028	2029	2030	Increment
--------------	------	------	------	------	------	------	-----------

	638	638	638	679	679	720	
17	17,061	17,699	18,337	19,016	19,695	20,415	
	16,817	17,455	18,093	18,772	19,451	20,171	
	16,573	17,211	17,849	18,528	19,207	19,927	
	16,329	16,967	17,605	18,284	18,963	19,683	244
	16,085	16,723	17,361	18,040	18,719	19,439	
	15,841	16,479	17,117	17,796	18,475	19,195	
	15,597	16,235	16,873	17,552	18,231	18,951	

	488	488	488	524	524	561	
18	15,642	16,130	16,618	17,142	17,667	18,228	
	15,420	15,908	16,396	16,920	17,445	18,006	
	15,198	15,686	16,174	16,698	17,223	17,784	
	14,976	15,464	15,952	16,476	17,001	17,562	222
	14,754	15,242	15,730	16,254	16,779	17,340	
	14,532	15,020	15,508	16,032	16,557	17,118	
	14,310	14,798	15,286	15,810	16,335	16,896	

	323	323	323	355	355	387	
19	14,298	14,621	14,943	15,298	15,653	16,041	
	14,089	14,412	14,734	15,089	15,444	15,832	
							209

	150	150	150	178	178	206	
20	12,991	13,141	13,292	13,469	13,647	13,853	
	12,793	12,943	13,094	13,271	13,449	13,655	
							198

It is considered that for the duration of the Collective Agreement, €332.80c per annum (€6.40 per week) covers any reference to COLA.

It is agreed that the above figures are inclusive of COLA with the following provisos:

1. As long as the declared COLA for any particular year is not above the threshold of €6.40 per week.

2. In case where COLA is above the €6.40 per week benchmark, then the amount of €6.40 is to be deducted from the COLA declared for that particular year.
3. The resulting amount from the deduction as stipulated in point 2 is the amount of COLA to be worked out for all scales. Where the amount of COLA adjustment for that particular year is less than the annual increase, then the annual increase for that particular scale should be topped up. Example: assuming the COLA announced for a particular year is €9.40 per week, one should proceed in the following manner
 - a. $€9.40 - €6.40 = €3.00$
 - b. $€3.00 \times 52 \text{ weeks} = €156.00$
 - c. Hence the amount for every scale from scale 20 to scale 1 should be of €156 per annum or €3.00 per week.
 - d. The amount of point (c) above is then multiplied by the respective ratio of each particular scale for that particular year to which the COLA adjusted is going to be dedicated to.
 - e. The total amount emanating from point (d) above is then to be added to the basic salary.

In such cases, the updated salary structures will be communicated to the unions annually.

Salary Scales 19 and 20

Employees in Salary Scales 19 and 20 and who, prior to the signing of this agreement, are in steps between the minimum and step 5 shall as from 1st January 2025 be placed on the new minimum of their respective salary scale as illustrated above. Employees shall henceforth progress in line with their respective sectoral agreements. It is agreed that strictly for salary scales 20 and 19, increments shall be due in January of each year, irrespective of their date of employment. This adjustment shall guarantee that the total annual increase shall be considered as a collective agreement increase and COLA and hence the employee is guaranteed to benefit from an annual increase which is greater than COLA.

Payment for Overtime

Without prejudice to provisions emanating from the sectoral agreement employees who are entitled to overtime and who are requested by Management to perform duties which are directly related to their grade, over and above their normal working week, shall have the capping of the overtime rate adjusted as follows:

- 2025 – maximum Salary Scale 9
- 2026 – maximum Salary Scale 8
- 2027 – maximum Salary Scale 7.

Employees who are already receiving a form of compensation for the extra hours performed over and above their normal working week, such as disturbance allowance, are not entitled to an additional form of payment for these extra hours worked. This is without prejudice to existing provisions emanating from the respective Sectoral Agreements.

2. Allowances and Other Initiatives

a) Green Initiative

Signatories to this agreement acknowledge the importance of environmental sustainability and commit to promote and implement environmentally responsible practices in all aspects of their operations.

As such they shall actively seek opportunities to reduce their environmental footprint and promote green initiatives within the different workplaces.

The Administration and employees will collaborate to identify, develop, and implement specific green initiatives, which may include but are not limited to:

- i. Reducing energy consumption.
- ii. Minimizing waste generation.
- iii. Promoting recycling and responsible waste disposal.
- iv. Encouraging sustainable transportation options such as the promotion of alternative means of transportation.
- v. Supporting the use of eco-friendly products and materials.
- vi. Enhancing environmental education and awareness among employees.
- vii. Introducing practices to reduce employee environmental footprint whilst ensuring that service quality is not affected.
- viii. Efficient use of resources.

The Administration is committed to allocate resources and provide the necessary support for the successful implementation of green initiatives. Any green initiatives which may require changes in working conditions shall be carried out in agreement with the respective union/s.

b) Third Pillar Pension

In order to continue to incentivise the uptake of a third pillar pension and to strengthen the wellbeing of all public officers upon reaching retirement the Public Administration, employees who are enrolled in a Third Pillar Pension scheme shall be entitled to a refund of €250 per annum. This provision will come into effect as from 1st January 2025 and is over and above any other initiatives implemented by Government of Malta.

c) Qualification Allowance

Parties acknowledge the added benefit of qualification and educational background to meet the demands on one's roles within the complexity of the business of Government.

Employees are encouraged to pursue further education and training opportunities to stay abreast of industry advancements and to contribute effectively to the objectives of the organization.

Henceforth as from 1st January 2025 all employees who are in possession of an MQF Level 7 or higher full qualification or equivalent, irrespective of whether it is an entry requirement or not, shall become automatically entitled to the qualification allowance as established in the Manual of Allowances. For the avoidance of doubt any qualifications which are not accredited by the National Competent Authority are to be considered in line the principles in the EQF Referencing Report as issued by the European Commission from time to time.

It is the obligation of employees to keep Management informed of the attainment of specific qualification and the award of qualification allowance is to be as from the date of application submission or 1st January 2025, whichever is the latest.

- I. Furthermore, employees who are in possession of any further qualification over and above the eligibility criteria (i.e. not leading to their current grade) but such additional qualification is in line with the profession/specialized area being practised and adds value to one's own work output, shall be entitled to a qualification allowance as per below table For clarity and avoidance of doubt, some examples, but not exhaustive, are being given in footnote below.²

As from 1st January 2025 the qualification allowance shall be as follows:

MQF Level	Description	Annual Allowance 2025 – 2026	Annual Allowance 2027 – 2028	Annual Allowance 2029 - 2030
8	Doctoral Degree	€1,100	€1,400	€1,600
7	Master's Degree Postgraduate Diploma	€800	€1,100	€1,300
7	Postgraduate Certificate	€400	€700	€900
6	Bachelor's Degree	€500	€800	€1,000
5	Undergraduate Diploma VET Higher Diploma	€380	€680	€880
5	Undergraduate Certificate	€200	€500	€700

An employee is only entitled to one qualification allowance whichever is the highest.

Serving officers who on the date of signing of this agreement are in receipt of either an Undergraduate Diploma at MQF Level 5 or Postgraduate Certificate at MQF Level 7 shall still receive the higher qualification allowance tied to MQF Level 5 and MQF Level 7 respectively for that particular year. Employees recruited after the date of signing of this agreement and in possession of either an Undergraduate Diploma at MQF Level 5 or Postgraduate Certificate at MQF Level 7 shall receive the allowances pertaining to their respective Certificate as stipulated in the table above.

² Examples: Teacher with a diploma teaching art, or assessing children's behaviour; A clinician with a diploma in a specialisation; a diploma in leadership or management, etc.

d) On Call Allowance

Management reserves the right to declare an employee on call for a fixed duration of time. The authorisation of being on call is a strict Management prerogative and must be authorised by the respective Director Corporate Service following a recommendation for one's particular service. As from 1st January 2026, the current On Call / Stand-by mechanism shall be in line with the below provisions.

Employees who are requested by Management to perform on call duties outside their normal working hours shall be eligible to an hourly payment for the period in which they are performing such duties.

Being on call implies that employees are to be contactable and available to report for work immediately if the need arises. An employee who is requested and required to attend to work shall be compensated at the respective overtime rate. For the avoidance of doubt an employee with a disturbance allowance is not entitled to on call allowance for the same time period.

The employee is obliged to be in a position which can be easily contactable and available to attend for work within the hour if requested to do so.

	2025	2026	2027	2028	2029 onwards
In Salary Scale 10 or above	0.30c per hour	0.40c per hour	0.50c per hour	0.60c per hour	0.70c per hour
Salary Scale 11 - 14	0.25c per hour	0.35c per hour	0.45c per hour	0.55c per hour	0.65c per hour
Salary Scale 16 - 20	0.20c per hour	0.30c per hour	0.40c per hour	0.50c per hour	0.60c per hour

On Sundays employees shall also be entitled to one (1) day's pay if on call for more than 8 hours.

In circumstances whereby the Sectoral Agreement tackles issues related to on-call for sector specific circumstances, the provisions within the Sectoral Agreement shall apply.

This is without prejudice to the Working Time provisions as in force from time to time.

e) Shift Allowance

Employees who work on a roster basis benefit from the payment of a shift allowance as stipulated hereunder:

Type of Shift	Weekly Rates 2025 – 2026	Weekly Rates 2027 onwards
Monday to Saturday (without night shift)	€5.50	€8.00
Monday to Saturday (with night shift)	€10.00	€16.00
Monday to Sunday (without night shift)	€12.50	€18.50
Monday to Sunday (with night shift)	€22.00	€34.00

f) Deductions in Allowances due to Sick Leave

The parties agree that deduction of allowances was introduced to prevent the misuse of sick leave. The parties agree that all deductions of allowances shall **NOT** continue to happen with effect as from 1st January 2025 onwards due to sick leave.

It is further agreed that the Administration reserves the right to monitor sick leave and may take the necessary action, including the deduction of allowances, in cases where it is considered that excessive or patterned sick leave is being utilised. Amongst others, major traumas, major illnesses with documented evidence, malignant diseases or the treatment of

In addition to the above, it is hereby also being agreed that employees who are on injury leave shall continue to receive all allowances.

There shall also be no deductions in allowances due to vacation leave.

g) Long Service Bonus

Cognisant of the fact that services and work within the Public Service is specialised by its very nature, the Public Administration rewards the dedication and long-term commitment of its employees and reinforces culture of loyalty and appreciation within the Public Service. As such, as from 1st January 2026, employees shall be in receipt of a long-service bonus as follows:

Description	Annual Allowance
Employees having between 20 years and 25 years of service.	€300
Employees having between 26 years and 34 years of service.	€500
Employees with more than 35 years of service	€1,000

Employees within disciplined forces shall benefit from €500 long-service bonus after having reaching 20 years of service. Should they opt to continue serving within a disciplined force, they shall benefit from an annual allowance of €1,000 long service bonus after having reached 25 years service.

h) One-time Cash Payment

Employees covered by this agreement, and who shall be still in employment on 1st January 2027, shall receive a one-time cash payment as per below table, according to their salary scale as on 1st January 2027. This one-time cash payment shall be awarded by not later than the first quarter of the year 2027.

Salary Scale	Cash Payment in 2027
1	€231
2	€221
3	€212
4	€203
5	€194
6	€185
7	€176
8	€167
9	€158
10	€149
11	€140
12	€130
13	€121
14	€112
15	€103
16	€94
17	€85
18	€76
19	€67
20	€58

Appendix B: Union Officials

As outlined in clause 3.1 (h) the below officials are those officers who are identified by the Unions as "Union Officials".

Union	Union Official Nomenclature
General Workers' Union	Secretary General President Deputy Secretary General Section Secretary
Malta Chamber of Psychologists	President Vice-President (Union Matters) Secretary (Union Matters)
Malta Police Union (MPU)	Chairperson Vice-Chairperson Secretary Head of Office
Malta Union of Midwives and Nurses	President General Secretary Vice-President Financial Secretary
Malta Union of Teachers	President Senior Vice President Vice President General Secretary Assistant General Secretary
Medical Association of Malta	President Vice-President General Secretary
Police Officers' Union (GWU)	President Vice-President Secretary
UHM – Voice of the Workers	Chief Executive Officer Director Assistant Director Employment Relations Senior Manager Employment Relations Manager Employment Relations Assistant Managers
Union Periti u Inġiniera tas-Settur Pubbliku	President Vice-President General Secretary Treasurer
Union tal-Protezzjoni Ċivili, Malta	President General Secretary

