Ministry for Home Affairs and Security

Position of Reserve Police Constable in the Police Department in the Ministry for Home Affairs and Security

Nomenclatures denoting the male gender include also the female gender.

1. The Commissioner of Police, Ministry for Home Affairs and Security invites applications for the position of Reserve Police Constable (RPC) in the Police Department, within the Ministry for Home Affairs and Security.

Duration of assignment and Conditions

2.1 A selected candidate will enter into a two (2) year assignment as a Reserve Police Constable in the Police Department, which may be renewed for following satisfactory performance. No renewal may be made beyond the age of seventy (70) years.

2.2 The position of Reserve Police Constable is subject to a probationary/trial period of six (6) months.

2.3 A Reserve Police Constable shall be obliged to work a minimum of thirty (30) hours per week according to the exigencies of the Police Department.

2.4 Vacation Leave would be pro-rata according to the number of hours worked.

2.5 Since this is a position de jure, a temporary one (and should remain so), the position of Reserve Police Constable constitutes an objective reason which falls under Regulation 7 (4) of Subsidiary Legislation 452.81 entitled "Contracts of Service for a Fixed Term Regulations".

2.6 The Public Service Commission can terminate at any time the contract of a Reserve Police Constable upon unsatisfactory performance or other issues.

2.7 Selected candidates must be of conduct which is appropriate to the post/position applied for. Prior to appointment, selected candidates from outside the Public Service must produce a Certificate of Conduct issued by the Criminal Records Office or other competent authority not earlier than six (6) months from the closing date of this call for applications, which should be submitted by the selected candidate within one (1) week from the date of the notification of appointment.

Applicants will be made subject to Security Clearance and those applying from other Disciplinary Forces are also subject to performance conduct from their Disciplinary Forces throughout the entire recruitment process.

The provisions of this call and the resulting selection process shall be subject to and regulated by all applicable Malta Police Force policies and Standard Operating Procedures (SOPs).

2.8 In terms of the requirements emanating from Directive 16, regarding the "Governing Framework for Preventing and Managing Conflicts of Interest in the Public Administration", issued by the Principal Permanent Secretary on 27th November 2023 and which came into force on 1st February 2024, the Selection Board will assess candidates' previous employments to assess potential conflicts of interest. In this respect, candidates are to provide a completely updated CV, including qualifications and employment history with their application. Any potential conflict of interest matters noted will be reported to the respective Permanent Secretary, to ensure that should the candidate be recruited, such conflicts of interest would be appropriately managed.

Moreover, selected candidates are to report any known actual, potential or apparent conflicts of interest prior to accepting an appointment, through the prescribed Declaration available at Appendix 1 to Directive 16 (available here).

Salary pegged to the position

3.1 The Salary attached to the position of Reserve Police Constable is equivalent to pro rata of the maximum of

Salary Scale 11 (equivalent to €27,686.02 in 2026), that is, €13.31 per hour of work.

3.2 A Reserve Police Constable will also, on a pro-rata basis, benefit from allowances emanating from the respective Sectoral Agreement.

3.3 The salary for the prospective Reserve Police Constable during the training period is a pro-rata of minimum Salary Scale 16, which in the year 2026 is €17,701.00 per annum.

Duties

4. The job duties for the position of Reserve Police Constable may be viewed in Annex A attached to this Circular.

Eligibility Requirements

5.1 By the closing time and date of this call for applications, applicants must be:

i. citizens of Malta;
ii. be not more than sixty five (65) years of age up to the closing date of this call for applications;
iii. able to communicate in the Maltese and English Languages in order to sufficiently and adequately carry out the duties applied for;
iv. are serving sworn officers, or have served in any Disciplined Force (i.e. the Malta Police Force, the Armed Forces of Malta, the Civil Protection Department or the Correctional Services Agency) as sworn officers for a minimum of ten (10) years and have been honourably discharged (not medically boarded out);
v. be medically fit in all aspects, physically and mentally, in accordance with the medical standards of fitness in the Force to be able to perform all Police duties.
vi. applications by candidates having tatoos and/or heavy body piercing and/or body modifications will be regulated as per the Malta Police Force Tatoos Policy found at the link (http://pulizija.gov.mt/en/policeforce/police vacancies/Documents/POL-TAT.pdf);
vii. applications by candidates having body modifications and/or body piercing will be considered on a case by case basis.

5.2 Appicants must be retired from the Disciplined Forces before the commencement of the training. The applicant must produce attested documentation of retirement from the Disciplined Force.

5.3 Applicants must be eligible to take up their due appointment in terms of 5.1 and 5.2 above, not only by the closing time and date of this call for applications but also on the date of the appointment.

Submission of Supporting Documents

6.1 Qualifications and experience claimed must be supported by certificates/transcripts and/or testimonials, copies of which are to be scanned and sent through the Recruitment Portal on https://recruitment.gov.mt.

6.2 Original certificates and/or testimonials are to be invariably produced for verification at the interview.

Selection Procedure

7. PART ONE - PRELIMINARY MEDICAL TEST / PHYSICAL EFFICIENCY TEST

7.1 Applicants will first be examined medically, and only the candidates who pass the Preliminary Medical Test will be directed to the Physical Efficiency Test.

7.2 The Physical Efficiency Test to be held under a Selection Board appointed by the Commisioner of Police, to ensure fitness to the Malta Police Force standards as per Annex B attached to this Circular.

7.3 Candidates who fail the Phyisical Efficiency Test will be able to return for a full resit of this test within one (1) week.

7.4 Only candidates who pass the Physical Efficiency Test will proceed to the Selective Interview.

PART TWO - THE SELECTIVE INTERVIEW

7.5 Eligible applicants will be assessed by a Selection Board to determine their suitability for the position.

The selective interview is intended to bring to the fore those personal qualities in a candidate, such as personality, alertness, intelligence, personal bearing, courtesy, common sense, and others, as required of a Reserve Police Duties Eligibility Requirements Submission of Supporting Documents Selection Procedure Constable will be held.

The maximum mark for this selection process is 100% and the pass mark is 50%.

7.6 Only applicants who pass in the selective interview will proceed to the medical test.

PART THREE - THE MEDICAL TEST

7.7 A medical test, including a drug test, will be carried our on all successful candidates.

7.8 Candidates who fail the medical test shall be disqualified and not allowed to join in the course of Training.

PART FOUR - TRAINEESHIP

7.9 Candidates will attend a course of training according to the order of merit following the interview.

7.10 Candidates must attend a short course of training at the Academy for Disciplined Forces and the candidates must successfully pass ALL examinations and assessments prior to being enrolled as Reserve Police Constables.

Submission of Applications

8.1 Applications are to be submitted, for the attention of the Human Resources Section, Police Department, Ministry for Home Affairs and Security, through the Online Government Recruitment Portal **only** at the following address: https://recruitment.gov.mt. Applications are to include a Curriculum Vitae, completely up-to-date (which should include a list of qualifications held by applicant and the employment history). The closing date of the receipt of applications is **5.15 pm (Central European Time) of Friday, 27th November, 2026**. A computer-generated email will be sent as an acknowledgement of the application. Further details concerning the submission of applications are contained in the general provisions referred to below.

8.2 It is the responsibility of the applicants not to leave until the last moment for submission of their application.

8.3 Applications which are received after closing date and time (i.e. late applications) are not allowed.

8.4 Applicants are granted up to two (2) working days after closing date and time of this call for applications, to submit any incorrect or incomplete or missing documents.

Other General Provisions

9. **Other general provisions concerning this call for applications, with particular reference to:**

- applicable benefits, conditions and rules/regulations;
- lateral applications;
- reasonable accommodation for registered persons with disability;
- submission of recognition statements in respect of qualifications;
- qualifications at a higher level;
- comparative level of public sector employees;
- renouncement of pending applications;
- publication of the result;
- medical examination;
- the process for the submission of petitions concerning the result;
- access to application forms and related details;
- retention of documents;

may be viewed by accessing the address https://peopleandstandards.gov.mt/media/PDFs/Resourcing/GenProvs/GeneralProvisions_ENG.pdf or may be obtained from Human Resources Section. These general provisions are to be regarded as an integral part of this call for applications.

The website address and e-mail address of the receiving Department are pulizija.gov.mt and info.police@gov.mt.