

Circular No. HR/MHS/05/2026

Police Department
Police General Headquarters
St. Calcedonius Square
Floriana

Date: 21st August 2026

To: Permanent Secretaries
Directors-General
Directors
Heads of Public Sector Organisations

Post of Police Sergeant 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 post of Police Sergeant, in the Police Department, within the Ministry for Home Affairs and Security.

Terms and Conditions

2.1 This appointment is subject to a probationary period of one (1) year.

2.2 The salary for the post of Police Sergeant is Salary Scale 10, which in the year 2026 is equivalent to, €27,055.98 per annum, rising by annual increments of €407.67 up to a maximum of €29,502.00.

2.3 A Police Sergeant will progress to Scale 9 (€28,701.02 x €447.33 - €31,385.00 in the year 2026) on completion of five (5) years service in the grade, subject to satisfactory performance .

2.4 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](#)).

Duties

3. The job duties for the post of Police Sergeant may be viewed in Annex A attached to this Circular.

Eligibility Requirements

4.1 By the closing time and date of this call for applications, applicants who have completed three (3) years in service in the grade of Police Constable will be eligible to apply. Police Constables applying for this post must be confirmed in their current appointment.

4.2 Public Officers who have been subject to disciplinary action will only be considered eligible in accordance with the provisions of Art. 34 of the Police Act, Cap. 164 of the Laws of Malta.

4.3 Officers are subject to Security Clearance.

Public Officers applying for this post must be confirmed in their current appointment, unless the current appointment is in a different class/career stream or in a definite position, but may apply for a lower grade/position even if not confirmed and whether in the same stream or not. Reversion to previous unconfirmed appointment is not possible.

Submission of Supporting Documents

5.1 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>.

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

Selection Procedure

6.1 Eligible applicants will be medically examined to ascertain that they are capable of performing full police duties.

6.2 Candidates certified as capable of performing full police duties will then sit for a Physical Efficiency Test as specified in Annex B. Successful applicants will then proceed to a comprehensive interview.

6.3 A short-listing of applicants will be made following a preliminary structured interview. The interview will be designed to assess a candidate's personal abilities and qualities such as integrity, honesty, altermess, intelligence, service to the community and management/leadership skills that are required to perform the duties of Police Sergeant effectively.

6.4 A fifty percent (50%) pass mark is necessary to pass the structured interview.

6.5 In awarding marks for the preliminary interview, cognisance will be taken for the content in the **Additional Information Sheet - Annex C, a document that the applicant would have completed and submitted with the application.** Through this document, the candidates will be assessed on their written communication skills. In certain cases, it may be necessary to consult the superior officer/s (not below the rank of Inspector) with whom the applicants worked with during their service as Police Constables in the Police Department.

6.6 Short listed candidates will be required to follow full or part-time training at the Academy for Disciplined Forces.

6.7 During their course at the Academy of Disciplined Forces, candidates will receive training/lectures in various subjects.

6.8 At the end of the course, candidates will be expected to sit for a written examination. The maximum number of marks obtainable in any one module examination is 100%. The minimum pass mark is 50%. The exam process is regulated by the Academy for Disciplined Forces.

6.9 The process for revision of paper will be according to the Course regulations published by the Academy for Disciplined Forces. Those who pass the result exam will be awarded a pass mark of 50% and will be placed in order of merit after those candidates who had passed all exams in the same session.

6.10 The examination will remain valid for one year from date of issue of the final result and vacancies will be filled according to the final order of merit.

Submission of Applications

7.1 Applications are to be submitted, for the attention of the HR Section, Police Department, Ministry for Home Affairs and Security through the Online Government Recruitment Portal **only** on <https://recruitment.gov.mt>. Applications are to include a Curriculum Vitae, completely up-to-date (which should include a list of qualifications held by the applicant and the employment history). The closing date of the receipt of applications is 1.30 pm (Central European Time) of Friday, 4th September, 2026. A computer-generated e-mail 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.

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

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

7.5 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

8. 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 HR Section, Police Department . 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 pulizija.gov.mt and hr.police@gov.mt