

Ministry for Home Affairs, Security and Employment

Post of Police Constable in the Ministry for Home Affairs, Security and Employment

Nomenclatures denoting the male gender include also the female gender.

1. The Commissioner of Police, Ministry for Home Affairs, Security and Employment, invites applications for the post of Police Constable in the Department of Police, within the Ministry for Home Affairs, Security and Employment.

Terms and Conditions

2.1 This appointment is subject to a probationary period of two (2) years.

2.2 The salary for the post of Police Constable is Salary Scale 14, which in 2026 is €20,645.02 per annum, rising by annual increments of €316.83 up to a maximum of €22,546.00.

2.3 A Police Constable will progress to Scale 13 (which in 2026 is €22,217.00 x €335.50 - €24,230.00) on completion of two (2) years service in the grade, subject to satisfactory performance.

2.4 A Police Constable will progress to Scale 12 (which in 2026 is €23,816.00 x €354 - €25,940.00) on completion of four (4) years service in Scale 13, subject to satisfactory performance.

2.5 Police Constables will advance to Senior Police Constables, Salary Scale 11 (which in 2026 is €25,435.00 x €375.17 - €27,686.02) after performing two (2) years of satisfactory service in Scale 12.

2.6 Due to the nature of work, the post of Police Constable also attracts allowances as specified in the Sectoral Agreement of the Police Force entitled 'Sectoral Agreement Regulating the Conditions of Service for the Police Force, 2023'.

2.7 During the time that the candidates are attending the course at the Academy for Disciplined Forces as Police Recruit, they will receive a salary commensurate to the entry point of Salary Scale 16 (which in year 2026 is €17,701.00) until they are sworn in as Probationary Police Constables.

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 the 27th November 2023 and which came into force on the 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 from Jobsplus 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 I to Directive 16 (available [here](#))

Duties

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

Eligibility requirements

4.1 Applicants must be:

- i. citizens of Malta;
- ii. have the ability to communicate in the Maltese and English languages in order to sufficiently and adequately carry out the duties applied for;
- iii. (a) in possession of a pass (at least at Grade 5 or C or a comparable level) at MQF Level 3 in four (4) subjects which must include Maltese and English Language;

OR

iii (b) in possession of a Level 3 VET qualification or a Secondary School Certificate and Profiling qualification at MQF Level 3 in Maltese, English Language and any two other subjects as separate study units within the course pursued.

Applicants in possession of an MCAST MQF Level 3 Diploma, or an MCAST-BTEC First Diploma, or an MCAST-BTEC Diploma or a City and Guilds Level 2 Certificate will also be considered as long as this is in a police related subject;

- iv. have attained their eighteenth (18) birthday by end of August 2027;
- v. have not attained their thirty-ninth (39) birthday by the end of August 2027;
- vi. be medically fit in all respects, physically and mentally, in accordance with the medical standards of fitness in the Force to be able to perform all Police duties;
- vii. applications by candidates having tattoos and/or heavy body piercing and/or body modifications will be regulated as per the Malta Police Force Tattoos Policy and which may be found at the following link: <http://pulizija.gov.mt/en/police-force/police-vacancies/Documents/POL-TAT.pdf>
- viii. applications by candidates having body modifications and/or body piercing will be considered on a case-by-case basis.

4.2 (i) Furthermore, candidates who have not yet formally obtained or are not yet approved for the qualification specified in paragraph 4.1 (iii) or else as indicated in paragraph 3.1 of the general provisions https://publicservices.gov.mt/en/people/Documents/Recruitment_GenProvs/General%20Provisions_ENG.pdf will still be considered provided that they submit evidence that they are in the final phase of their course leading to such qualification. Appointees must obtain, or be approved, for the award of such qualification by 31st July 2026.

(ii) Furthermore, candidates who are currently following a recognised programme of study at a higher MQF level than that requested above will also be considered. Such candidates are to submit evidence that they have successfully completed the necessary ECTS credits, or equivalent, and attained the required MQF level, by the closing time and date of the call for applications. Prospective applicants should note the requirement to produce MQRIC recognition statements in respect of their qualifications from MQRIC, or other designated authorities, as applicable, as per provisions applicable to this call for applications (see link below).

4.3 Public Officers holding a grade in a particular stream, and who were granted Officer in Scale status by virtue of a Grievances Unit decision in the same scale as that of a higher grade in that stream, are eligible to apply for grades open to officers holding such higher grade within the stream that carries the same scale as that of the Officer in Scale status.

The years of service since the effective date of appointment as Officer in Scale are reckonable for the purpose of satisfying any requisite years of service stipulated in calls for applications.

Any other eligibility requisites for the post must be met in terms of this call for applications.

4.4 Public officers who currently hold an appointment as Officer in Grade are considered on a personal basis to pertain to the Class/Stream of their immediately previous substantive grade, and may apply on the basis of their current scale as Officer in Grade, which must be equivalent to, or higher than, the requisite eligibility level required by this call for applications.

The years of service since the effective date of appointment as Officer in Grade are reckonable for the purpose of satisfying any requisite years of "service in the grade" as stipulated in calls for applications.

Any other eligibility requisites for the post/position must be met in terms of this call for applications.

4.5 Applicants 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 closing date of this call for applications. **Applicants will be made subject to Security Clearance, and those applying from other Disciplinary Forces are also subject to performance conduct from their Disciplinary Force.**

4.6 Furthermore, partially eligible candidates shall be requested to attend at the Police General Headquarters, Floriana, to complete a declaration and consent forms. Throughout the process, up to appointment stage, due screening will be carried out on each candidate. If it transpires that either the submitted declaration was false or that the required degree of

conduct is not met, the candidates will be disqualified and will be precluded from proceeding further in the selection process.

Submission of supporting documentation

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 (<https://recruitment.gov.mt>).

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

Selection procedure

6. PART ONE – PRELIMINARY MEDICAL TEST AND PHYSICAL EFFICIENCY TEST

6.1 Applicants will be subject to a Preliminary Medical Test appointed by the Commissioner of Police.

6.2 The applicant is also subject to a Physical Efficiency Test to be held to ensure fitness to the Malta Force standards as per Appendix (B) attached to this call for applications.

6.3 Candidates who fail will be able to effect a resit such test within (1) week.

6.4 Only candidates who pass all the components of the Preliminary Medical Test and the Physical Efficiency Test will proceed to the Selective Interview.

7 PART TWO - SELECTIVE INTERVIEW

7.1 A selective interview designed to bring to the fore those personal qualities in a candidate, such as personality, alertness, intelligence, personal bearing, courtesy, common sense, etc., required of a Police Constable, will be held.

7.2 Due consideration will be given to applicants who, besides the requisites indicated in paragraphs 4.1 - 4.5, have proven relevant work experience.

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

7.4 Only candidates who pass in the selective interview will proceed to the full medical test. The result of the Selective Interview will be considered as a provisional order of merit, which will remain valid for a period of two (2) years from the notification of results.

7.5 Candidates who are already bound by an agreement of apprenticeship shall be precluded from proceeding further with the course, unless they obtain from Jobsplus a certificate of their release from the engagement.

8 PART THREE - FULL MEDICAL TEST

8.1 Candidates who pass the selective interview will be called for a full Medical Test according to the provisional order of merit and subject to the availability of vacancies. Candidates who fail in any part of the full medical test will not be allowed to proceed to part four.

9 PART FOUR – TRAINEESHIP

9.1 Police recruits are to compulsory attend for a training programme and sit for all assessments. Police recruits will also be entitled to uniforms.

9.2 The training programme is jointly accredited by the University of Malta and MFHEA at MQF Level 4.

9.3 The training programme will run over a period of around 12 months and will partly be held at the Academy for Disciplined Forces and partly at the University of Malta or any other place as necessary.

9.4 Police recruits are to attend at least 90% of the course and successfully pass all assessments to attain an accredited certificate issued by the University of Malta and MFHEA.

9.5 The training programme is composed of three components: theory, practical and work placements, possibly on a shift basis. Moreover, part of the training at the Academy for Disciplined Forces may be held on a residential basis.

9.6 The Assessments' maximum mark is that of 100%, while the pass mark is according to the course programme and the regulations of the University of Malta.

9.7 The final order of merit will be determined by the total marks obtained during the entire course of training. Those who fail will not be appointed Probationary Police Constables and will have their traineeship terminated.

The training programme will be governed in line with the regulations of the University of Malta and those of the Academy for Disciplined Forces,

9.8 Vacant posts will be filled according to the final order of merit and subject to the availability of vacancies. The order of merit will be valid for two (2) years from the notification of results.

9.9 Police Recruits are subject to discipline as per PSC Disciplinary Regulations.

9.10 The Commissioner of Police can terminate at any time the traineeship of any trainee police recruit upon unsatisfactory progress, misbehaviour, bad attitude, lack of motivation, or emergent facts that would render the police recruit to be incapable to assume the obligations of a Police Constable.

Submission of applications

10. Applications, are to be submitted for the attention of the Human Resources Section (Department of Police) through the Online Government Recruitment Portal **only** at the following address: <https://recruitment.gov.mt> (under Uniformed and Security). 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, 8th May 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.

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

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

13. 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.

14. The partially eligible applicants will then be invited to attend at the Human Resources Section, Department of Police, to fill in an Additional Information Sheet, as part of the application process. This Additional Information Sheet is to be filled in the presence of the Officer in charge – Human Resources and/or another officer appointed by the Commissioner of Police. Furthermore, applicants are also to submit two (2) passport-size photographs.

Other general provisions

15. **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://publicservices.gov.mt/en/people/Documents/Recruitment_GenProvs/General%20Provisions_ENG.pdf or may be obtained from Human Resources Branch, Police General Headquarters, Floriana. 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: <https://pulizija.gov.mt/> and hr.police@gov.mt

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Ministry for Home Affairs, Security and Employment