

Ministry for Home Affairs, Security and Employment

Post of Police Patrol and Community Support Officers 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 Patrol and Community Support Officers (PPCSO) in the Police Department within the Ministry for Home Affairs, Security and Employment.

Terms and Conditions

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

2.2 The salary for the post of Police Patrol and Community Support Officer (PPCSO) is Salary Scale 16, which in the year 2025 is €16,915.00 per annum, rising by annual increments of €263.00 up to a maximum of €18,493.00.

2.3 During the time that candidates are attending the course as Trainee Police Patrol and Community Support Officer, they will receive a salary proportionate to the entry point of Salary Scale 16 (€16,915.00 in 2025). Upon successful completion of the respective training, the Police Patrol and Community Support Officer will progress to Scale 16, Step 3 (which in 2025 is €17,441.00)

2.4 A Police Patrol and Community Support Officer will progress to Scale 15 (which in 2025 is €18,188 x €298.00 - €19,976.00) on completion of the probationary period, subject to satisfactory performance.

2.5 Police Patrol and Community Support Officers shall be eligible to become members of the Force once they satisfy eligibility criteria within a period of five (5) years from their appointment. Once they become Police Constables, their service as Police Patrol and Community Support Officers shall be considered as service within the Force and shall have the years of service carried out as Police Patrol and Community Support Officer counted on a ratio of 1:0.5 to be considered on a notional basis for the purpose of salary scale and for the purpose of salary scale and the the purpose of joining the Force as a sworn officer.

2.6 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.

All applicants may be subjected 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.

2.7 Police Patrol and Community Support Officers may work on a shift basis. In this case, allowances as per PSMC will apply.

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 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 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 Patrol and Community Support Officer 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 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. in possession of a Complete School Leaving Certificate;
- iv. have attained their eighteenth (18) birthday by the end of December 2025;
- v. 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 Patrol and Community Support Officer duties;
- vi. 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 found in the link: <http://pulizija.gov.mt/en/police-force/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.

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.

4.2 (i) Furthermore, candidates who have not yet formally obtained or are not yet approved for the qualification specified in paragraph 4.1 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 within one year of their appointment date. If this stipulated deadline for the attainment of such qualification is not met, the appointment will be, for this reason, automatically terminated.

(ii) 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.

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 this call for applications.

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

4.5 Moreover, candidates who are provisionally deemed eligible shall be required to attend at Police Headquarters, Floriana, for the purpose of completing consent forms and a formal declaration. Throughout the entire process, up to and including the stage of appointment, each candidate shall be subject to appropriate screening. Should it be established that the declaration submitted is false, or that the applicant fails to satisfy the requisite standard of conduct, the candidate shall be disqualified and excluded from further participation in the selection procedure.

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 – PHYSICAL EFFICIENCY / MEDICAL TEST

6.1 Applicants will be subject to a Physical Efficiency Test to be held under a Selection Board appointed by the Commissioner of Police, to ensure fitness to the Malta Police Force standards as Appendix B attached to this Circular.

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

6.3 Only candidates who pass all components of the Physical Efficiency Test will proceed to the Preliminary Medical Test.

6.4 Those candidates who pass the Medical Test will then proceed with 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 Patrol and Community Support Officer, 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 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 – TRAINEESHIP

8.1 The traineeship period will consist of a comprehensive course of training, during which Trainee Police Patrol and Community Support Officers will be required to follow such study courses and sit for such examinations as are laid down in the course of training. The aforementioned comprehensive course will be held at the Academy for Disciplined Forces and/or elsewhere as necessary.

During the training period Trainee Police Patrol and Community Support Officers will be assessed practically and theoretically from time to time. Candidates are to attend at least 80% of the course and to pass successfully from the exams. Trainee Police Patrol and Community Support Officers will not be entitled to any vacation leave during their period of traineeship.

8.2 Candidates admitted to the course, who shall be known as Trainee Police Patrol and Community Support Officers, will be entitled to free issue of uniforms.

They might be requested to do practical work on a shift basis, under surveillance, which assignment would include night work and/or manual work as necessary. Part of the training at the Academy for Disciplined Forces may be on a residential basis.

8.3 The maximum mark of Part Three – Traineeship is 100% and the pass mark per subject is 50% according to the Course Programme issued by the Academy of Disciplined Forces.

The final order of merit will be determined by the total marks obtained during the whole course of training. Those who fail will not be appointed Police Patrol and Community Support Officers and will have their traineeship

terminated.

However, one other chance of a resit in failing subjects examination/s might be given.

The Commissioner of Police can terminate at any time the traineeship of a trainee Police Patrol and Community Support Officer upon unsatisfactory progress, misbehavior, bad attitude or lack of motivation.

8.4 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 a period of two (2) years from the notification of results.

8.5 During the traineeship, candidates are subject of discipline as per PSC Disciplinary Regulations.

8.6 Probationary Police Patrol and Community Support Officers may also be required to undertake training courses or to serve outside Malta, in accordance with the exigencies of the service.

Submission of applications

9.1 Applications, are to be submitted for the attention of the HR Section (Police Department) 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 Tuesday, 6th January, 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.

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

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

9.4 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

10. 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 Section, Police Department, 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

