

Ministry for Home Affairs and Security

Post of Police Inspector in the Police Department within 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 Inspector 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 two (2) years following successful completion of the Qualifying Examination (vide Part Two of the Selection Procedure below).

2.2 The salary for the post of Police Inspector is Salary Scale 8, which in the year 2026 is equivalent to €30,405.02 per annum, rising by annual increments of €486.83 up to a maximum of €33,326.00.

2.3 A Police Inspector will progress to Scale 7 (€32,158.00 x €531.17 - €35,345.02 in 2026) on completion of two (2) years service in the grade, subject to satisfactory performance .

2.4 A Police Inspector will be promoted to the grade of Senior Police Inspector in Scale 6 (€33,931.02 x €596.33 - €37,509.00 in 2026) on completion of four (4) years service in the grade of Police Inspector in Scale 7, subject to satisfactory performance.

2.5 Due to the nature of work, the post of Police Inspector 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'.

2.6(a) 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.

(b) 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.

2.7 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 Inspector 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. able to communicate in Maltese and English Languages in order to sufficiently and adequately carry out the duties applied for;
- iii. in possession of a recognized qualification at MQF Level 6 (subject to a minimum of 180 ECTS credits or equivalent*) in Youth and Community Studies or Social Wellbeing Studies or Social Policy or Criminology or Psychology or Management or Accounting or Economics or Banking or Finance or Legal Studies or Science or Social Studies or IT or a comparable professional qualification. Qualification at MQF Level 6 in other subjects other than the aforementioned may be considered.
- iv. have attained their eighteenth (18) birthday but not their thirty-ninth (39) birthday on the 1st January 2027.
- v. be of good moral character. All applicants will also be asked to submit a written declaration about past and/or pending criminal and disciplinary cases.
- vi. applications by candidates having tattoos will be regulated as per the Malta Police Force Tattoos Policy found at the link (<https://pulizija.gov.mt/wp-content/uploads/2025/07/POL-TAT.pdf>).
- vii. applications by candidates having body modifications and/or body piercing will be considered on a case-by-case basis.

*A recognised comparable Bachelor's Qualification , as applicable, is only accepted subject to an MQRIC formal recognition statement being submitted with the application (subject to the provisions of clause 5.4 of the General Provisions document). A recognised Bachelor's qualification from the University of Malta (awarded pre-2009) with less than 180 ECTS credits is acceptable provided that it is verified by MQRIC or the University of Malta that the workload is comparable to the minimum of 180ECTS credits.

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. 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://peopleandstandards.gov.mt/media/PDFs/Resourcing/GenProvs/GeneralProvisions_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. 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 This public call is being published in concurrence with a departmental call for the post of Police Inspector in the Police Department as published on Friday 7th August 2026 through Circular No HR/MHS/04/2026. Applicants who are successful under the departmental call will be given precedence over those who are successful under the public call. Appointment is moreover subject to the availability of vacancies within the validity period of the result.

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

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

Selection Procedure

Selection Procedure

Part One - General Ability Test / Physical Efficiency Test / Medical Test / Interview / Full Medical Test

6.1(i) Applicants will be subject to undergo a General Ability Test (GAT).

This process will consist of a fully automated computer based GAT, whereby applicants will be tested in verbal, numerical and abstract ability on the basis of their response to an established set of questions. Candidates must obtain a 50% rating to pass the test. The GAT will be conducted by the Director of Examinations and the Board of Local Public Examinations. Only candidates who are successful in the GAT will proceed to the next phase of the selection process. There will be one date for the GAT and in exceptional circumstances, a decision is taken by the Board of Local Public Examinations.

(ii) The level of performance in the general ability test will be proportionately reflected in the marks assigned for the interview, with a specific criterion established for such purpose.

(iii) The Board of Local Public Examinations will have the power to deal summarily with any candidate who, while the general ability test is in progress, is found guilty of misconduct or any breach of the instructions issued for the guidance of candidates.

(iv) The Board of Local Public Examinations reserves the right to annul the general ability test if any irregularity is detected in connection therewith. Such annulment may be in respect of the whole test even if the detected irregularity is in respect of a particular stage of the test. Action in respect of irregularity/misconduct during the interview will be taken by the Public Service Commission, upon a recommendation by the Selection Board carrying out the interviews.

(v) The Director (Examinations) will publish the result of the general ability test which will be exhibited on the notice board of the Edu Servizz.gov (One Stop Shop), Ministry for Education, Floriana, and the Examinations Centre, Victoria, Gozo.

(vi) Notification of the issue of the result for the general ability test will be issued:

(a) on the website of the Department of Examinations, which may be accessed on (<https://myexams.gov.mt>); and
(b) via SMS alert to candidates who submit a valid mobile phone number with their application. The Director (Examinations) will also send by email the individual result and ranking order of the general ability test to each candidate sitting for the test.

(vii) Since the general ability test is fully automated, petitions to the Public Service Commission may be made only with regard to the interview. The Public Service Commission will not enter into the merits of the marks achieved in the general ability test.

(viii) The validity period of the GAT is two (2) years from date of publication of the GAT result.

6.2 Following the successful completion of the General Ability Test (GAT) candidates will be required to sit for the Medical Test to ascertain that they are fit for the post. Once the candidate passes the Medical Test they will undergo a Physical Efficiency Test (PET) to be held under a Selection Board appointed by the Commissioner of Police to ensure fitness to Police Department standards as per Annex B attached to this circular. Submission of Supporting Documents

6.3 Following the successful completion of the PET, candidates will be required to sit for a structured interview. The interview will be conducted by a Selection Board established by the Police Department. During the interview candidates will also be required **to deliver a five (5) minute long lecturette** on a subject related to police duties. During the lecturette, applicants may use their choice of lecture aids, such as Power Point presentation.

6.4 Related experience and past performance of candidates will be given due consideration.

6.5 Furthermore, the Commissioner of Police can terminate at any time the process of a prospective Police Inspector upon unsatisfactory progress, misbehaviour, bad attitude or lack of motivation.

Part Two - Qualifying Examination

7.1 Applicants who are successful in Part One will be required to attend lectures (part-time) organized by the Academy for Disciplined Forces during the evening, in preparation for the Qualifying Examination. Each paper will carry a 100% weighting and the pass mark for each paper is 50%.

7.2 The Course shall consist of theoretical and practical subjects related to the general duties of the Police Inspector within the Malta Police Force. There may be a full time period of mentorship. During this full time period, external candidates will be paid at the rate of Scale 16 step 1, which in 2026 is Eur 17,701.00.

7.3 Further to the mandatory lectures to enrich the competence profile of Police Inspectors, there will be complimentary subjects/workshops as additional study units, that one needs to attend and sit for such assessments where it deems fit. Complimentary subjects will be delivered on Saturdays (half day). These will be assessed and reviewed independently.

7.4 Applicants should abide at all times with the instructions and regulations as imparted by the Academy for Disciplined Forces during the traineeship.

7.5 All applicants shall attend at the Academy for Disciplined Forces for the lectures wearing smart casual outfit.

7.6 Candidates who are declared as having been successful in the Qualifying Examination will be eligible to be appointed Probationary Police Inspectors for a two-year period, depending on the number of vacancies available.

7.7 For the purpose of appointment, the final order of merit will be determined by the total marks obtained in the qualifying examination (para.7.1)

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

Part Three – Confirmation Examination

8.1 Besides being assigned the normal police duties pertaining to their rank, Probationary Police Inspectors will, on appointment, also be required to attend lectures in policing and legal subjects comprising of the mandatory part-time University of Malta course leading to the Diploma in Policing. The final examination of this Diploma course will constitute Part Three - Confirmation Examination – of this call.

8.2 Probationary Police Inspectors who are not successful in the Confirmation Examination referred to in para 8.1 will be given another chance to re-sit the final examination of the Diploma course. If they fail again, they will have their probationary appointment terminated ipso facto.

8.3. Probationary Police Inspectors who are successful in Part Three will be confirmed in their appointment as Police Inspectors.

8.4 Police Inspectors will be required to serve Government as Inspectors of Police for a period of four (4) years and will be required to sign an appropriate undertaking to that effect.

Submission of Applications

9.1 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** 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 **1.30 pm (Central European Time) of Friday, 21st August, 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.

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

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

9.5 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

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://peopleandstandards.gov.mt/media/PDFs/Resourcing/GenProvs/GeneralProvisions_ENG.pdf or may be obtained from the 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 are pulizija.gov.mt and hr.police@gov.mt