

Ministry for Education

POST OF LEARNING SUPPORT EDUCATORS IN THE MINISTRY FOR EDUCATION

Nomenclatures denoting the male gender include also the female gender.

The Ministry for Education (MFED) would like to remind all interested applicants that it has zero tolerance policy towards any form of child abuse. MFED adheres to S.L. 327.546 (Recruitment, Initial Training and Continuous Professional Development of Personnel and Protection of Minors in Compulsory Education Regulations 2016) in its recruitment process.

1. The Permanent Secretary, Ministry for Education (MFED) invites applications for the post of Learning Support Educators in the Ministry for Education.

Terms and Conditions

2.1. This appointment is subject to a probationary period of twelve (12) months for Learning Support Educator III and for Learning Support Educator II and I, a probationary period of six (6) months.

2.2. The salary for the post of Learning Support Educator III, for those applicants entering into the grade under the eligibility provisions of paragraph 4.1 (iii) is Salary Scale 10, which in 2021 is equivalent to, €21,267 per annum, rising by annual increments of €407.67 up to a maximum of €23,713.

2.3. A Learning Support Educator III, will progress to Scale 9, which in 2021 is, (€22,633 x €447.33 - €25,317) on completion of five (5) years service in the grade of LSE III in Salary Scale 10, subject to satisfactory performance.

2.4. The salary for the post of Learning Support Educator II, for those applicants entering into the grade under the eligibility provisions of paragraphs 4.1 (iv) is Salary Scale 12, which in 2021 is equivalent to, €18,724 per annum, rising by annual increments of €354 up to a maximum of €20,848.

2.5. A Learning Support Educator II will progress to Scale 10, which in 2021 is, (€21,267 x €407.67 - €23,713) on completion of five (5) years service in the grade of LSE II in Salary Scale 12, subject to satisfactory performance.

2.6. The salary for the post of a Learning Support Educator I, for those applicants entering into the grade under the eligibility provisions of paragraphs 4.1 (v) is Salary Scale 15, which in 2021 is equivalent to, €15,263 per annum, rising by annual increments of €298.00 up to a maximum of €17,051.

2.7. A Learning Support Educator I will progress to Scale 14, which in 2021 is, (€16,361 x €316.83 - €18,262) on completion of five (5) years service in the grade of LSE I in Salary Scale 15, subject to satisfactory performance, and to further progress to Scale 13, which in 2021 is, (€17,522 x €335.50 - €19,535) on completion of another five (5) years service in the grade of LSE I in Salary Scale 14, subject to satisfactory performance.

2.8. Furthermore, a Learning Support Educator I, who takes the initiative and successfully completes a full qualification (Diploma) at MQF Level 5 as indicated in paragraph 4.1 (iv), will automatically be promoted into the grade of Learning Support Educator II in Salary Scale 12.

2.9. Furthermore, a Learning Support Educator I or II, who takes the initiative and successfully completes a full qualification (Degree) at MQF Level 6 as indicated in paragraph 4.1 (iii), will automatically be promoted into the grade of Learning Support Educator III in Salary Scale 10. In such instances, the years of service as a Learning Support Educator II shall be reckonable for progression on a 4:1 basis (every four (4) years in the grade of Learning Support Educator II shall result in a deduction of one (1) year for progression into Salary Scale 9).

2.10. All Salary Scales for all grades mentioned above (2.2 to 2.9) are supplemented by the respective annual Class Allowance together with the respective annual Works Resource Fund according to the grade and salary scale and are subject to yearly increments as stipulated in the agreement between the Government of Malta and the Malta Union of Teachers (MUT) of the 21st December 2017.

2.11. Lateral applications in the same grade from public officers are not allowed.

2.12. Accepting appointment in this grade signifies that any pending applications within the Public Service are

automatically considered renounced, unless the latter are applications for SAAC positions or applications for a definite position when the officer concerned holds an indefinite appointment.

Duties

3. The job duties for the post of Learning Support Educators 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. a. citizens of Malta; **or**
- b. citizens of other Member States of the European Union who are entitled to equal treatment to Maltese citizens in matters of employment by virtue of EU legislation and treaty provisions dealing with the free movement of workers; **or**
- c. citizens of any other country who are entitled to equal treatment to Maltese citizens in matters related to employment by virtue of the application to that country of EU legislation and treaty provisions dealing with the free movement of workers; **or**
- d. any other persons who are entitled to equal treatment to Maltese citizens in matters related to employment in terms of the law or the above-mentioned EU legislation and treaty provisions, on account of their family relationship with persons mentioned in paragraph (a), (b) or (c); **or**
- e. third country nationals who have been granted long-term resident status in Malta under regulation 4 of the "Status of Long-Term Residents (Third Country Nationals) Regulations, 2006" or who have been granted a residence permit under regulation 18(3) thereof, together with family members of such third country nationals who have been granted a residence permit under the "Family Reunification Regulations, 2007"; **or**
- f. in possession of a residence document issued in terms of the "Residence Status of United Kingdom Nationals and their Family Members in Malta in accordance with the Agreement on the Withdrawal of the United Kingdom and Northern Ireland from the European Union and the European Atomic Energy Community Regulations".

The advice of the Citizenship Unit within Community Malta Agency and the Expatriates Unit within Identity Malta Agency should be sought as necessary in the interpretation of the above provisions.

The appointment of candidates referred to at (b), (c), (d) and (e) above would necessitate the issue of an employment licence in so far as this is required by the Immigration Act and subsidiary legislation. Jobsplus should be consulted as necessary on this issue.

ii. able to communicate in the Maltese and English Languages; and

iii. in possession of a recognised full qualification (Degree) at MQF Level 6 or higher (subject to a minimum of 180 ECTS/ECVE credits, or equivalent *) in Inclusive Education or a comparable qualification;

iv. in the absence of applications from eligible candidates according to paragraph 4.1 (iii) and/or in the absence of successful candidates, eligibility shall be extended to applicants in possession of a recognised full qualification (Diploma) at MQF Level 6 (subject to a minimum of 60 ECTS/ECVET credits, or equivalent *) in Inclusive Education or a comparable qualification;

v. in the absence of applications from eligible candidates according to paragraph 4.1 (iv) and/or in the absence of successful candidates, eligibility shall be extended to applicants in possession of a recognised full qualification (Certificate) at MQF Level 5 (subject to a minimum of 30 ECTS/ECVET credits, or equivalent *) in Inclusive Education or a comparable qualification.

* In the absence of documentary evidence as to the ECTS/ECVET credits or other system of measuring the course content, the selection board is to evaluate the submitted programme of study and determine that it is comparable to 30/60/180 ECTS/ECVE credits (as applicable). The advice of the MQRIC may be sought.

Those already employed with state schools as an LSE I or LSE II and wish to progress to a higher grade are to follow instruction from the following links:

LSE II

<https://education.gov.mt/en/resources/Documents/Application%20Forms/Application%20for%20Promotion%20to%20LSE%20II.pdf>

or

LSE III

<https://education.gov.mt/en/resources/Documents/Application%20Forms/Application%20for%20Promotion%20to%20LSE%20III.pdf>.

Supply LSE are to apply through this call to progress to an LSE grade.

vi. Public Officers applying for this post must be confirmed in their current appointment.

4.2. (i) Qualifications at a level higher than that specified above will be accepted for eligibility purposes, provided they meet any specified subject requirements. A Master's qualification at MQF Level 7, or equivalent, must comprise a minimum of 60

ECTS/ECVETS credits or equivalent*.

* In the absence of documentary evidence as to the ECTS/ECVET credits or other system of measuring the course content, the selection board is to evaluate the submitted programme of study and determine that it is comparable to 60 ECTS/ECVET credits. The advice of the MQRIC may be sought.

(ii) Moreover, candidates who have not yet formally obtained any of the above-mentioned qualifications will still be considered. Such candidates are to submit evidence that they have been approved for the award of the qualification in question.

(iii) Furthermore, candidates who are currently following a recognised programme of study at a higher MQF level than the requested above will also be considered. Such candidates are to submit evidence that they have successfully completed the necessary ECTS/ECVETS credits, or equivalent, and attained the required MQF level, by the closing time and date of the call for applications.

4.3. Furthermore, as per the education sectoral agreement signed by the Government and the Malta Union of Teachers (MUT) on 21st December 2017, the eligibility criteria mentioned in paragraphs 4.1 (i) to (v) above, will take into consideration all previous years of satisfactory service in the relevant grade and qualifications accrued by applicants. As such, service in higher or equivalent roles by the closing time and date of the call for applications, which may include roles not regulated by the same agreement, will not exclude potential candidates in applying and gaining eligibility for equivalent and/or lower grades.

4.4. Public Officers holding a grade in a particular stream, and who were granted Officer in Scale status by virtue of a Grievance 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.

4.5. 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, what is 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

4.6. Applicants must be of conduct which is appropriate to the post applied for. In the case of applicants who are already in the Malta Public Service, the GP 47 is to be requested by the HR Unit of the ministry /department issuing the call for application from the Director responsible for HR where applicants are serving, while those applying from outside the Public Service must produce a Certificate of Conduct issued by the Police or other competent authority not earlier than one (1) month from the date of application and state whether they have ever been in Government Service, giving details.

4.7. Applicants must be eligible to take up their due appointment, in terms of 4.1 to 4.6 above, not only by the closing time and date of this call for applications but also on the date of appointment.

4.8. Applicants are obliged to immediately inform the Selection Board (if result has not yet been published, in which case the application should be withdrawn by the applicant) or the HR Unit within the issuing ministry / department (if result has been published) upon any change in the status of their appointment from the date of submission of their application until the closing date, or upon being called for appointment as a result, of this call for application, as the case may be. Non-observance of this instruction may lead to disciplinary action. On its part, at the start of the interview, the Selection Board will request the candidate to declare any changes in status of his/her current appointment from the date of submission of application.

4.9. Prospective applicants should note the requirement to produce MQRIC recognition statements in respect of their qualification: from MQRIC, or other designated authorities, as applicable, as per provisions applicable to this call for applications (see link below).

Submission of Supporting Documents

5.1. Qualifications and experience claimed must be supported by certificates and/or testimonials, copies of which are to be scanned and sent through the Education Recruitment Portal (<https://edurecruitment.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 assessed by a Selection Board to determine their suitability for the post. The maximum mark for this selection process is 800 and the pass mark is 400.

6.2. Due consideration will be given to applicants who, besides the requisites indicated in paragraphs 4.1 - 4.6,

have proven relevant work experience.

Submission of Applications

7.1. Applications are to be submitted, for the attention of the Ministry for Education through the Online Education Recruitment Portal only on <https://edurecruitment.gov.mt>. Applications are to include a Curriculum Vitae (which should include a list of qualifications held by applicant). Those applying from outside the Public Service must produce a Certificate of Conduct which has been issued not earlier than one (1) month from the date of application, in PDF format, which are to be uploaded through the Portal.

The closing date of the receipt of applications is **17:15 hrs (Central European Time) of Friday, 09th December, 2022**. 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.

The applications received for the above specified date will be grouped in (three) 3 selection processes. The selection process will consider applications received by 17:15 hrs (Central European Time) of the following dates:

Opening date: Wednesday, 15th December, 2021 and
Closing date: Friday, 04th March, 2022

Opening date: Friday, 04th March, 2022 and
Closing date: Friday, 10th June, 2022

Opening date: Friday, 10th June, 2022 and
Closing date: Friday, 30th September, 2022

Opening date: Friday, 30th September, 2022 and
Closing date: Friday, 09th December, 2022

7.2. Due to the exigencies of the Public Service, the selection process will initially consider applications received by **17:15 hrs (Central European Time) of Wednesday, 15th December, 2021**. Successful candidates will be placed in an order of merit list which will remain valid for two (2) years from the date of publication or until the result list is exhausted, whichever is the earliest.

7.3. However, should the order of merit list be exhausted and vacancies remain, other applicants may be assessed without recourse to a new call for applications, provided they would have submitted their application by **17:15 hrs (Central European Time) of Friday, 09th December, 2022**. An order of merit for each selection exercise will be published. Each order of merit list published will remain valid for one (1) year from date of publication.

7.4. It is the responsibility of the applicants not to leave until the last thirty (30) minutes for submission of their application.

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

7.6. Applicants are granted up to two (2) working days after closing date or up to two (2) working days from date of notification, whichever is the later, 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;
- reasonable accommodation for registered persons with disability;
- submission of recognition statements in respect of qualifications;
- 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 website of the People & Standards Division at the address <https://recruitmentintra.gov.mt/generalprovisions/GeneralProvisionsEN.pdf>.

These general provisions are to be regarded as an integral part of this call for applications.

