



## **CASE REPORT**

**Case No:** K/021

**Complaint:** Alleged absenteeism from work by MPs employed in the public sector

**Complainant:** Marco Farrugia

**Complaint Date:** 7 February 2020

**Report Date:** 2 November 2020

### **The Complaint**

1. By email of 7 February 2020 (the Complaint), Mr Marco Farrugia (the Complainant) requested me to investigate whether some members of Parliament have been unjustly enriching themselves by receiving a salary whilst being continuously absent from their work within various state entities (email attached and marked Document "A").

2. The Complaint stated as follows:

*...I am formally requesting that you investigate the behavior of certain MP's who have been for a long period of time, including time over which the Commissioner has jurisdiction to investigate, unjustly enriching themselves by receiving a salary to which they were not entitled in virtue of their continuous absenteeism from work. This is not only highly unethical but borderline illegal. May I point out that when news of a similar phantom job given to Melvin Theuma was leaked in the press, various people involved in the giving of such a job were called in for investigation by the police, albeit such illegal enrichment took place only for a couple of months. (Of course Theuma himself could not be investigated as he was covered by a presidential pardon.)*



*The MP's I am referring to are listed in the article carried in The Times of Malta online of the 3rd February 2020 a link of which is being included below, particularly Ms Kristy Debono who "Sources at the MGA said that, over the past four years, Ms Debono had shown up for work about a dozen times and they were not sure what it was she did there" and who unlike the other MP's mentioned, did not even deny such large scale absenteeism but merely "concluded that she had not been very regular in her attendance at work but said she had gone in a lot more than was being alleged."*

*<https://timesofmalta.com/articles/view/report-for-duty-or-you-are-out-opposition-mps-on-the-state-payroll-are.768121>*

*I therefore kindly request that you investigate this abuse of power and illegal appropriation of the taxpayers' money and report accordingly.*

3. The Complainant did not refer to any specific rule in the Code of Ethics for Members of Parliament, as set out in the first schedule of the *Standards in Public Life Act* (Chapter 570 of the Laws of Malta), as the basis of the alleged breach.

### **Decision to Investigate**

4. I have had the opportunity to examine the practice whereby government engages backbench MPs from the government side in various capacities within the public sector – notably as consultants, persons of trust, or chairpersons and members of official boards – whilst they continue to serve as MPs. I have concluded that the practice is fundamentally wrong.<sup>1</sup>

5. The Complaint addresses a separate issue, that of opposition MPs employed in the public sector. These opposition MPs happen to have been so employed prior to their being elected as members of the House of Representatives and have continued in such employment. The Complaint is based on an allegation that, abusively, these MPs regularly fail to attend at their place of work.

---

<sup>1</sup> See report on case K/002, issued on 5 July 2019 and available from <https://standardscommissioner.com/wp-content/uploads/Commissioner-for-Standards-case-report-K002-EN.pdf>.



6. Should the allegation be true, it would raise a number of questions:
- Does non-attendance by MPs at their place of work reflect negatively on the House of Representatives?
  - Does the toleration of their absences by their public sector employers amount to a mechanism whereby the MPs are effectively paid extra by the state to serve as members of the House of Representatives?
  - Does non-attendance represent an undue advantage obtained by the MPs in question by virtue of their membership of the House of Representatives?

7. I decided that the Complaint warranted further investigation. The provisions of the Code of Ethics for Members of the House of Representatives that may be relevant to this investigation in the light of the above questions are the following:

*Art. 1. A member of the House of Representatives shall at all times, both inside and outside the House, conduct himself in a manner which reflects the status and dignity of the House of Representatives.*

*Art. 3. Without prejudice to the provisions of sub-article (2) of article 5 of this Schedule,<sup>2</sup> a member of the House of Representatives may not receive any remuneration or compensation under whatever form for his work as a member of the House of Representatives, except for his official remuneration as a member.*

*Art. 4. While a member of the House of Representatives is in duty bound to relay the complaints of his constituents and to make representations in their name to Government authorities, the Member is expected not to use any improper influence, threats or undue pressure in the course of his duties.*

*Art. 5. Reference shall not be made in professional, occupational or business matters to membership of the House of Representatives which in any way can give undue advantage to a member.*

---

<sup>2</sup> Article 5(2) of the schedule requires MPs to avoid or declare conflicts of interests. It has no bearing on the case under consideration.



8. I have had the opportunity to investigate two complaints that concerned groups of MPs.<sup>3</sup> I considered each of these complaints as being complaints against a practice or system, and I conducted my investigation of the complaint accordingly. I dealt with the first case, that of backbench MPs on the government side who were engaged by the government, without referring to individuals. In the second case, which concerned the use of social media by ministers, I referred to individuals by way of example but in my conclusions I dealt with the practice.

9. I shall consider this Complaint in the same manner as the second of the above-mentioned cases, not only because it deals with multiple individuals, but also because, as will be discussed below, it appears to refer to a long-standing practice. Nevertheless, since it is felt necessary to make reference to sitting members of the House I have given each one the opportunity to air his or her views on the allegations. Reference to individuals who are no longer members of the House of Representatives, or who are currently serving as ministers or parliamentary secretaries and who were possibly in a similar situation in previous legislatures, has been avoided.

### The Context

10. On 3 February 2020, a news report appeared in the *Times of Malta* entitled “‘Report for duty or you are out,’ Opposition MPs on the state payroll are told”.<sup>4</sup> This is the report cited by the Complainant. The report claimed that a number of opposition MPs who worked in the public sector and who seldom showed up for work were being “called in and told to start reporting for duty or be shown the door”. The report quoted a source in the public service who stated that “This was the political direction given to us from the Office of the Prime Minister to address a long-standing issue of MPs who have government jobs, take home a good salary but never really show up.”

---

<sup>3</sup> Vide report K/002 issued on 5<sup>th</sup> July 2019 regarding backbench members of Parliament who hold positions within or provide contractual services to the public sector, and report K/010 issued on 7<sup>th</sup> May 2020 regarding use of public funds in the production of content for the personal social media pages of ministers and parliamentary secretaries. Both reports are available from <https://standardscommissioner.com/case-reports/>.

<sup>4</sup> <https://timesofmalta.com/articles/view/report-for-duty-or-you-are-out-opposition-mps-on-the-state-payroll-are.768121>.



11. The news report suggested that absenteeism on the part of MPs in public sector employment was a longstanding practice which used to be tacitly accepted by both parties. The report quoted a source as saying *“Look, when the PN was in government there were Labour MPs who had these kind of jobs and they (the PN) never did anything about them. And then when Labour came in they returned the favour to the PN.”* On the other hand, a spokesman for the Office of the Prime Minister was reported as saying *“The norm under different administrations was that MPs were excused from work when carrying out their parliamentary duties. However, this should not result in never turning up for work, especially when getting paid through people’s taxes.”*

12. The report mentioned seven opposition MPs: the Hon Kristy Debono, David Agius, Robert Cutajar, Hermann Schiavone, Ivan Bartolo, Toni Bezzina and Ryan Callus. The report singled out Ms Debono in particular, citing sources who claimed that she had shown up for work about a dozen times in four years. The same article reported her reaction as follows:

*When contacted, Ms Debono conceded she had not been very regular in her attendance at work but said she had gone in a lot more than was being alleged.*

*She added that her poor attendance was mostly because she was never assigned any work to do.*

*“They don’t trust me there because I am a member of the Opposition, so they don’t give me any work to do. I don’t even have an office; my desk is in a corridor next to the maids’ lockers,” she said.*

13. The report did not go into detail about the attendance records of the other six MPs. They were all quoted as saying that they were permitted to attend to their parliamentary duties during office hours, and they denied that their employers had flagged any shortcomings in their attendance at work.

14. It is a legal obligation imposed on public sector employers of MPs that MPs who are government employees should be excused from work to carry out their parliamentary duties. Article 3(2) of the Members of Parliament (Public Employment) Act of 2004 (Chapter 472 of the laws of Malta) states as follows:



*Subject to the provisions of subarticle (3)<sup>5</sup> a public officer who is elected as member of the House shall enjoy such rights, and be subject to such obligations and conditions, as any other public officer in the same grade or position; so however that such member shall be allowed to attend to his duties in the House.*

15. The term “public officer” as used in this provision derives from article 124 of the Constitution and means, in effect, a non-military government employee. It does not include the employees of public authorities, corporations, foundations, agencies and other entities that form part of the public sector but are legally separate from the government and employ their own staff. Such bodies are referred to as “public sector entities” in this case report.

16. Another legal instrument with a bearing on this case is Directive 5, which was issued under the Public Administration Act in 2011 and amended in 2015.<sup>6</sup> Section 4 of this directive entitles public officers who stand for election to Parliament to apply for unpaid leave during the election campaign. Paragraphs 4.3 and 4.5 state as follows:

*4.3. Officers who are elected to Parliament shall have an option to:*

*(a) return to their duties from electoral leave as public officers in terms of the Members of Parliament (Public Employment) Act; or*

*(b) remain on unpaid leave. ...*

*4.5. Officers taking up option (a) indicated in paragraph 4.3 shall be treated like any other public officers returning from unpaid leave. They shall however be subject to any special rules which the Prime Minister by order in the Government Gazette may make in the public interest, prohibiting them from serving in particular departments or offices or from performing particular duties. Such public officers shall be reassigned or excused from those duties as specified by that order.*

---

<sup>5</sup> Subarticle (3) empowers the Prime Minister to publish orders in the Government Gazette barring public officers who become MPs from serving in particular departments or offices or from performing particular duties. This provision has no bearing on the case under consideration.

<sup>6</sup> Available from <https://publicservice.gov.mt/en/people/Pages/Directives.aspx>.



17. The above also applies exclusively to public officers. However, section 7 of Directive 5 includes the following provisions dealing specifically with the employees of public sector entities:

*7.1. The provisions of sections 2 to 4 of this Directive shall be taken as applying to Government agencies and entities and to their managers and employees, subject to the following qualifications: ...*

*(f) It is at the discretion of agencies and entities, subject to the approval of the responsible Permanent Secretary, as to whether to offer employees who are elected to Parliament the option set out at paragraph 4.3(a) since the Members of Parliament (Public Employment) Act applies only to public officers. Needless to say, each agency and entity should adopt a consistent policy in this regard.*

18. Also relevant to this case report is the government's Manual on Special Leaves.<sup>7</sup> Section 3.3 of this manual is entitled "*Political Activities Leave (Regulated by Directive 5)*". It states inter alia that:

*Public officers who resume duties from electoral leave in terms of the Members of Parliament (Public Employment) Act, may be released from their duties as public officers in order to attend activities related to House business, irrespective of whether these activities are held in or outside the House (e.g. attendance for Committee meetings, travelling abroad on parliamentary delegations, attendance for official events which are related to their role in Parliament etc.). However, elected public officers should not be released in order to attend to their constituency.*

19. This provision was formerly paragraph 7.2.3.6 of the Public Service Management Code, which is a body of rules applying to public officers. In 2016, however, the Code was revised and simplified and parts of it were re-issued in the form of separate manuals.

20. Although this provision of the Manual on Special Leaves refers to public officers, the whole of section 3.3 of the Manual is marked with an asterisk and a note in page 4 explains that provisions so marked "*are also applicable to Public Sector employees*". The relevant provision of section 3.3 thus, in effect,

---

<sup>7</sup> Available from <https://publicservice.gov.mt/en/Pages/The%20Public%20Service/PSMC.aspx>.



extends to the employees of public sector entities the requirement in article 3(2) of Chapter 472 that public officers should be released to attend to their parliamentary duties, while also broadening the scope of this requirement to cover not only attendance by MPs in the House of Representatives but also attendance at official events elsewhere that are related to parliamentary business. However, constituency work remains excluded.

21. Reading paragraph 7.1(f) of Directive 5 together with section 3.3 of the Manual on Special Leaves suggests that an employee of a public sector entity who is elected to Parliament is not automatically entitled to resume work after taking leave to contest the election. If the entity does not allow the employee to resume work, he or she would presumably be placed on unpaid leave for the duration of the legislature. If, on the other hand, the entity permits the employee to resume work, section 3.3 of the Manual would apply and the entity would be obliged to release the employee for parliamentary business and related official events that take place during office hours.

### **Investigation Procedure**

22. I have compiled information regarding the alleged abuse from publicly accessible sources, from information gathered in the course of other investigations conducted by my office, through questions which have been put to various MPs by this office during the course of this investigation, as well as through questions put to the ministries and departments of government and the public sector entities which employ them.

23. I requested the MPs mentioned in the *Times* report of 3 February 2020 to provide me with their views and reactions to the Complaint (attached Document “B”) for the purposes of gathering information relating to the Complaint and current practices wherein MPs are employed by state entities.

24. I received initial replies from the Hons Ryan Callus, Kristy Debono and Hermann Schiavone (attached Documents “C” – “E”).

25. At this stage I also held meetings with the Hon. Kristy Debono, Ryan Callus and the Hon. Ivan Bartolo.

26. I met the Principal Permanent Secretary specifically in view of the allegation that “*opposition MPs who seldom show up for work [were] being called in and told to start reporting for duty or be shown the door*” and his



statement was followed up by an email, contents of which are reproduced in paragraph 35 below.

27. I decided to investigate further the conditions of employment of those MPs employed in the public sector in order to ascertain the nature and conditions of employment, the performance of the MPs, the work carried out by the MPs, and whether or not the entities had recorded incidents of non-attendance and underperformance by said MPs.

28. I therefore contacted the employer of each MP mentioned in paragraph 12 above, to seek further information regarding employment conditions with particular reference to the issue of absenteeism. At this stage it also emerged from my inquiries that besides the MPs mentioned in the *Times* report of 3 February 2020, a further two opposition MPs hold public sector jobs. These are the Hon. Mario Galea and the Hon. Clyde Puli. Their employers were therefore also contacted. Each entity was requested to complete a form setting out relevant questions.

29. The entities approached were the following:

- the Malta Freeport Corporation (Hon. David Agius);
- Jobsplus (Hon. Ivan Bartolo);
- the Ministry for Transport, Infrastructure and Capital Projects (Hon. Toni Bezzina);
- the Ministry for the Environment, Climate Change and Planning (Hon. Ryan Callus – Ambjent Malta);
- the Ministry for Agriculture, Fisheries and Animal Rights (Hon. Robert Cutajar – Animal Welfare Promotion and Services Directorate; and Hon. Hermann Schiavone – Public Abattoir);
- the Malta Gaming Authority (Hon. Kristy Debono);
- the Ministry for Health (Hon. Mario Galea – Superintendence of Public Health); and
- the Foundation for Medical Services (Hon. Clyde Puli).

30. I received feedback from each of the entities concerned, and this in some detail, outlining the terms of employment of each MP, as well as any arrangements in place regarding their ability to fulfil their parliamentary duties, and any disciplinary action or communication regarding their



performance, attendance or other matters regarding their employment with these entities. The responses are attached as Documents “F1” – “F9”. Some entities presented additional documentation with their responses, such as letters of appointment, correspondence, or (in the case of Jobsplus) detailed attendance data.

31. I wrote again to each MP to inform them that I was considering the case in the light of the provisions of the Code of Ethics for MPs that are quoted in paragraph 7 of this case report. I explained that my case report would focus on the practice of permitting employees serving as MPs to absent themselves from work, as opposed to investigating individuals for misconduct, but I would still be referring to individual cases for illustrative purposes. I therefore attached the information provided to me by the employer of each MP and gave him or her a final opportunity to present submissions. The letter I sent to the seven MPs mentioned in the *Times* report of 3 February 2020 is attached as Document “G”. My letter to the Hon. Mario Galea and the Hon. Clyde Puli also reproduced the Complaint, since this was the first time I wrote to these two MPs. This version of the letter is attached as Document “H”.

32. Subsequently I held meetings with the Hon David Agius, Kristy Debono, Ivan Bartolo, Robert Cutajar and Clyde Puli. I also received written communications from the Hon Hermann Schiavone, Ivan Bartolo, Robert Cutajar, Kristy Debono and Ryan Callus (Documents “I” to “M”).

## Findings

33. I shall present my findings under the following six headings:

- (1) Was there a change in government policy in early 2020 concerning the exemption from (regular) attendance of MPs in public sector employment?
- (2) Are MPs absenting themselves from work abusively?
- (3) What parliamentary or political activities are MPs carrying out during office hours?
- (4) Have any formal mechanisms been put in place to allow MPs to attend to their parliamentary duties?
- (5) Have MPs been given new duties by their employers to accommodate their role as MPs?



(6) Can the role of MP come into conflict with that of employee?

34. Under each heading I will synthesise relevant information from all available sources, including inputs given by individual MPs verbally during meetings and in writing, as well as information provided by their employers.

(1) *Was there a change of government policy in early 2020 concerning the exemption from (regular) attendance of MPs in public sector employment?*

35. The *Times of Malta* report of 3 February 2020 alleged that “*opposition MPs who seldom show up for work [were] being called in and told to start reporting for duty or be shown the door*”. However, the Principal Permanent Secretary informed me by email on 16 October 2020 that “*no such direction (employees not attending regularly to their duties) was given by this office. There are rules and regulations in place and management is duty bound to be guided by them.*”

36. This declaration, as well as the declarations submitted by most entities in reply to my queries, excludes the possibility that there was a change of policy direction following the appointment of the new Cabinet of Ministers in January 2020 in respect of irregular work attendance by MPs. The Malta Gaming Authority (Hon. Kristy Debono) is the only entity to indicate that a change of policy occurred in January 2020. This entity could possibly have introduced the change on its own initiative.

(2) *Are MPs absenting themselves from work abusively?*

37. The Malta Freeport Corporation provided me with an email it sent to the **Hon. David Agius** on 2 June 2014 stating that Mr Agius had started using the palm reader to record his attendance as from 1 April 2014, but he had stopped palming out after a few days, and reporting late had also “*unfortunately become the order of the day*” on his part. Mr Agius was directed to palm in and out regularly and to follow normal working hours in the absence of events relating to his parliamentary duties. He was also directed to seek approval for his absence in advance of any such event, to leave his place of work half an hour before the event, and to return to the office half an hour after the event ended. Mr Agius was also asked to explain a number of instances in which he had not showed up for work.



38. The Malta Freeport Corporation also stated that its board of directors resolved not to award a performance bonus to Mr Agius on account of his regular absences from his place of work.<sup>8</sup>

39. Mr Agius verbally informed me that the Freeport's directions to him had been overruled. He also claimed that he had renounced to the possibility of a performance bonus on his own initiative, but he had communicated this decision to the Freeport verbally not in writing.

40. Jobsplus informed me that the **Hon. Ivan Bartolo** rarely reports for duty. His performance appraisal for 2019 was marked "*not applicable*" due to his absences.<sup>9</sup>

41. Mr Bartolo stated that "*I always attended for work regularly as permitted by my obligations as an MP.*"<sup>10</sup> However, attendance data for 2019 and 2020 that was supplied to me by Jobsplus corroborates its statement concerning absenteeism on his part. Mr Bartolo informed me verbally that he notified Jobsplus when he went abroad on parliamentary duties, but such visits were still recorded as absences in the attendance data. Basically, whenever Mr Bartolo did not attend for work, he was listed as being on parliamentary duties.

42. The Malta Gaming Authority (MGA) does not report any problems with the attendance at work or the performance of duties by the **Hon. Kristy Debono**. However, the Authority states that in January 2020 it sent her a "*clarification email*", following which the "*matter was resolved*".<sup>11</sup>

43. Ms Debono states that the direction from the MGA since 2013 was that she should be able to "*perform her parliamentary duties as freely as possible and without restrictions*". In January 2020, however, a "*change in political direction*" was communicated to her by the MGA.<sup>12</sup> She states also that the clarification email which was mentioned by the MGA relates to this change in

---

<sup>8</sup> Document F1.

<sup>9</sup> Document F2.

<sup>10</sup> Document J.

<sup>11</sup> Document F6.

<sup>12</sup> Document D.



political direction “*and not to myself lacking in my attendance or performance.*”<sup>13</sup>

44. In its submission the MGA makes no reference to the *Times of Malta* report of 3 February 2020 which claimed that Ms Debono rarely showed up for work. Ms Debono does refer to it, claiming that the report was incorrect in parts and it quoted her out of context at another point.<sup>14</sup>

45. In February 2020 Ms Debono verbally informed me that her desk was in a corridor and she was being given clerical work although she held managerial rank. In September 2020 she informed me that she had been given an office and a laptop and she was attending regularly until 1 pm daily, following which she worked from home for the remainder of the day.

46. In September 2020 Ms Debono did not indicate to me that the current arrangements were in any way impeding her from attending to her parliamentary duties. In her letter of March 2020 (Document “D”), however, she contrasts these arrangements with those existing up to January 2020 and suggests that the latter were considerably more liberal. This can only mean that, up to January 2020, her attendance was not at the level one would expect even taking her parliamentary duties into account.

47. The employers of the remaining six MPs have not reported any problems with their attendance, with due allowance for their parliamentary duties.

*(3) What parliamentary or political activities are MPs carrying out during office hours?*

48. Section 3.3 of the Manual on Special Leaves indicates that MPs who are public employees should be released not only to attend sittings of the House of Representatives but also to attend official events relating to their role as MPs that are held outside Parliament. The Manual does, however, make it clear that MPs should not be released to attend constituency activities.

49. There are activities that constitute a grey area for the purposes of the Manual. It is not clear, for instance, at least in the mind of the MPs, whether a

---

<sup>13</sup> Document L.

<sup>14</sup> Document D.



parliamentary group meeting (a meeting of all MPs who belong to a political party) constitutes an official event in terms of the Manual, or whether it should be considered a party political event.

50. The same applies to the roles of party whip and deputy party leader for parliamentary affairs, which must both be held by sitting MPs. The **Hon. David Agius**, who was formerly whip and is currently his party's deputy leader for parliamentary affairs, states that both posts require the incumbent to dedicate time away from his or her place of work, especially to co-ordinate parliamentary work with the government side.

51. Other activities cited by MPs as needing to be attended to during office hours are participation in media programmes and preparing for speeches to be given in Parliament. In my opinion, however, these functions fall outside the parameters of section 3.3 of the Manual on Special Leaves.

52. The **Hon. Ivan Bartolo** carries out an extraordinary amount of social work on his own account. This work is not limited to persons in his constituency and takes him across Malta. It involves running his own food bank and can involve meetings with poor and homeless persons, meetings with NGOs, and visits to government entities to accompany and assist individuals in need of public services. I have no doubt that these activities, admirable as they may be, account for most of Mr Bartolo's absences from work, and that they are conducted in a spirit of genuine altruism. It would be unfair to typecast Mr Bartolo as a self-seeking individual who is abusing his position for his own benefit. Nevertheless, his community work, despite his protestations to the contrary, does not fall within the parameters of section 3.3 of the Manual on Special Leaves.

*(4) Have any formal mechanisms been put in place to allow MPs to attend to their parliamentary duties?*

53. All nine MPs are allowed by their employers to attend to their parliamentary duties. However, the arrangements to this end are informal, relying solely on section 3.3 of the Manual on Special Leaves. The **Hon. Toni Bezzina** has been granted special paid leave to go abroad on parliamentary work, while the **Hon. Kristy Debono** availed herself of unpaid leave during the 2017 electoral campaign. The **Hon. Clyde Puli** availed himself of unpaid leave from November 2017 to March 2020, during which time he served as Secretary General of the Nationalist Party. Beyond this, however, none of the MPs are



subject to formal arrangements in writing that specify what activities they are entitled to be released for and under what conditions.

54. The **Hon. Ryan Callus** represents a partial exception to this pattern. He is an employee of the Environment and Resources Authority who is on loan to Ambjent Malta (a government agency established under the Public Administration Act) for reasons that will be stated below. The loan arrangement is governed by an agreement between the Environment and Resources Authority, the responsible Permanent Secretary and Mr Callus. This agreement quotes the relevant provision from section 3.3 of the Manual on Special Leaves, but it does not spell out in any more detail what kind of activities Mr Callus may be released to carry out.<sup>15</sup>

55. Some MPs have telework arrangements. The **Hon. Robert Cutajar** works from home for four days a week, with performance being monitored through monthly progress reports. The **Hon. Kristy Debono** works from the office up to 1 pm every day and from home for the remainder of the day. The **Hon. Mario Galea** works from home for the entire 40-hour week, with performance being monitored through *“Work outputs, initiatives and contribution to health promotion material”*.<sup>16</sup> However, these arrangements appear not to be specifically related to the parliamentary duties of the MPs concerned. In principle, any public employee is eligible for teleworking.<sup>17</sup>

56. Working from home does not necessarily equate to absenteeism. In March 2020 the **Hon. Robert Cutajar** actually received praise for his work from the responsible minister.<sup>18</sup> Mr Cutajar informed me that his duties can involve work on weekends to organise events, and he has not claimed extra remuneration for such work. Nor has he claimed the reimbursement of expenses incurred when using his own car for official transport purposes.<sup>19</sup>

---

<sup>15</sup> Document F4.

<sup>16</sup> Document F7.

<sup>17</sup> See the Manual on Work-Life Balance Measures, available from <https://publicservice.gov.mt/en/Pages/The%20Public%20Service/PSMC.aspx>.

<sup>18</sup> Reply to PQ 13020 as given on 24 March 2020 (attached to Document K).

<sup>19</sup> Document K.



(5) *Have MPs been given new duties by their employer to accommodate their role as MPs?*

57. Some employers have assigned new duties to MPs in view of their role as MPs. Malta Freeport Corporation has reported that since the **Hon. David Agius** *“is very often absent from work to attend parliamentary duties, he was given a role within the organisation which can be fulfilled in spite of his regular absence from work”*.<sup>20</sup>

58. The **Hon. Ivan Bartolo** has informed me that after he became an MP Jobsplus immediately ceased to assign him any work with individual “clients”, although his role was that of Job Coach, since it was anticipated that he *“would not be attending work consistently”*.<sup>21</sup>

59. The **Hon. Kristy Debono** has claimed that after 2013 the Malta Gaming Authority took away her duties and assigned her work below her grade. This situation appears to have improved during 2020. Even so, the MGA states that her current duties reflect the need *“to strike a good balance”* with her parliamentary commitments.<sup>22</sup>

60. In other cases no indication has been given that MPs’ duties were changed to accommodate their parliamentary commitments.

(6) *Can the role of MP come into conflict with that of employee?*

61. A potential source of conflict is the requirement which an employer might impose on an employee to seek prior authorisation for absences from work. This would be a perfectly reasonable requirement under normal circumstances, but in the case of an MP it might be taken to mean that the employer can prevent him or her from fulfilling parliamentary commitments by withholding its authorisation.

62. This issue appears to have emerged in the case of the Malta Freeport Corporation. The Corporation states that there is a *“mutual understanding”* with the **Hon. David Agius** that he should seek authorisation from the CEO to

---

<sup>20</sup> Document F1.

<sup>21</sup> Document J.

<sup>22</sup> Document F6.



be excused for parliamentary commitments, “*and such authorisation is granted*”.<sup>23</sup> On his part, however, Mr Agius has refused to seek such authorisation on grounds of principle.

63. This point of view may be somewhat stretched since an employer has a legitimate interest to ensure that its employee does not abuse a privilege accorded to him or her. An employer cannot deny an MP authorisation to attend activities and events that are legitimately part of his or her parliamentary duties, but it has the right and indeed the obligation to deny its authorisation for absences to attend other activities, such as constituency activities, which do not fall within the parameters of section 3.3 of the Manual on Special Leaves.

64. A second potential source of conflict is the possibility of the MP being assigned the role of opposition spokesperson on his or her occupational field. While this could be seen as a means of utilising the MP’s specialised knowledge or access to information in his or her parliamentary role, it might oblige the MP to criticise his or her employer in Parliament. This would amount to a direct clash between the role of MP and his or her obligations as an employee. In addition, the MP would have an incentive to use for political purposes information obtained through his or her job, even if that information is not in the public domain. This constitutes a conflict of interests.

65. To avoid such a conflict the **Hon. Ryan Callus**, who was at the time employed by the Malta Environment and Planning Authority, requested a reassignment on being appointed opposition spokesperson on environment and planning. He was reassigned to the Parks Directorate, which later became Ambient Malta.<sup>24</sup> For the same reason, the **Hon. Hermann Schiavone** asked successive leaders of the opposition not to assign him the role of spokesperson on the ministry of which his organisation forms part.<sup>25</sup>

---

<sup>23</sup> Document F1.

<sup>24</sup> Document C.

<sup>25</sup> Document I.



## Considerations

66. It would be pertinent to ask whether it is conceivable that a private employer would permit the same leeway to an employee who is elected to Parliament as that given by the government and public entities. Had that been the case one would ask whether that MP is paid by the private employer for his work as an MP and therefore possibly in breach of article 3 of the Code of Ethics for Members of the House of Representatives, or indeed whether the government and public entities would themselves accord such flexibility to an ordinary employee who is not an MP.

67. As some MPs have pointed out to me, however, the government has used public employment as a means to support particular causes and activities. For instance, section 4.1 of the Manual on Special Leaves permits trade unions and other voluntary NGOs to request the full-time release of public employees on paid leave, meaning that unions and other NGOs would effectively gain members of staff whose salaries are 100 per cent subsidised by the government. In 2009 the government introduced a scheme whereby top athletes who were public officers could be released to attend training for 20 hours a week (that is to say half the working week) while still receiving their full salary. In 2011 the government also began to subsidise the salaries of private sector employees who entered the sports training scheme.<sup>26</sup> That same year the Armed Forces of Malta issued a call for applications targeted at athletes who would be permitted to train in their sport for half the working week or even, in some cases, the full working week.<sup>27</sup> Public employees can also form cooperatives while still receiving their salaries.<sup>28</sup>

68. So, one may ask why is it all right for the State to subsidise athletes and the like and not MPs? Apart from other very serious considerations listed in my conclusions (vide paragraphs 78–79) the difference between these schemes and the practice of releasing MPs to attend to their parliamentary duties is that the above-mentioned schemes represent formal arrangements through which

---

<sup>26</sup> This scheme was known as the 20/20 Sport Training Leave Scheme. See <https://mfim.gov.mt/en/Services/Documents/Grants/Sport%20Training%20Leave%20Scheme%20360.pdf>.

<sup>27</sup> <https://timesofmalta.com/articles/view/Armed-forces-set-up-unit-for-top-athletes.380077>.

<sup>28</sup> Manual on Special Leaves, section 7.1.



provision is made for the monitoring of beneficiaries to ensure that no abuse takes place. There are no such formal arrangements in place for MPs.

69. As a result the practice of release for MPs is open to abuse. Abuse can take the form of absenteeism or late arrival for work for reasons entirely unrelated to MPs' parliamentary or political roles, or absenteeism for activities which are political or constituency-related rather than official events connected to Parliament.

70. This is by no means to infer that all nine MPs covered by this report have abused the system: the facts set out earlier in this case report do not put all MPs in the same light. Nevertheless, it has become clear to me that some MPs seem to display a total lack of understanding of what constitutes their role in Parliament and the difference between this and activities, such as attending funerals, that represent a duty to voters' families or constituency work or for instance attending programmes on the media.

71. That MPs are allowed to be regularly absent from their place of work beyond what is justified by the need to attend to their parliamentary duties, or that they are given work sporadically while still receiving a salary, requires a re-thinking. This practice is testimony to the laxity in governance that plagues public administration and is unfortunately of long standing.

72. One must ask why public sector employers tolerate this practice. Reasons may include the following:

- i. reciprocity: the belief that this practice will be respected and continued in the event of a change in government;
- ii. implicit pressure or insurance: an MP serving as an employee today may carry influence in the event of change of government and possibly be appointed as minister responsible for that entity;
- iii. side-lining "spies": it may be felt better to keep an MP quiet and out of the way rather than run the risk of having an insider giving information to the opposition and shadow member overseeing the entity concerned;
- iv. legacy: the current system of allowing employee MPs flexibility is one which has been inherited from previous administrations and it is unlikely that employing entities will volunteer to end what has traditionally been a system which is advantageous to members of the political establishment;



v. weakness – the ongoing adherence to this practice is also indicative of weak administrators who may feel that they have no choice but to turn a blind eye to what is ultimately a wrong practice, due to political pressure from both sides of the House.

73. Once such a system becomes established, it develops a momentum of its own. Public sector employers cease to assign meaningful work to employees who are MPs because they cannot rely on the MP's attendance: this in turn gives rise to a chicken and egg situation in which the MP cites the lack of work as a reason why there is no point in turning up for work. Political parties may also come to regard MPs who hold public sector jobs as individuals available to take on onerous roles for which other MPs would not have the time. The MPs in those roles would then regard their extra political duties as part and parcel of their parliamentary commitments and expect to be released from work to carry them out. The wider the parameters of the release scheme becomes, de facto if not de jure, the more it turns into a scheme for the informal subsidisation of political activities by MPs at public expense.

74. In principle, public sector employment is incompatible with membership of the legislature. Public sector employment makes members of Parliament dependent on the very executive that they are meant to scrutinise, potentially placing them in a conflict of interest, and eroding the principle of separation of powers which is integral to the functioning of democracy and the rule of law.

75. This principle is set out in article 54(1)(b) of the Constitution, which states that no person shall be qualified to be elected as a member of the House of Representatives *“save as otherwise provided by Parliament, if he holds or is acting in any public office or is a member of the armed forces of the Government of Malta.”* The term “public office” as used here corresponds to the term “public officer” (non-military government employee), which excludes ministers, parliamentary secretaries and other members of Parliament.

76. This provision is a very imperfect reflection of the above-mentioned principle. First of all, it does not apply to the employees of public sector entities, who face no restrictions whatsoever in serving as MPs. Secondly, Parliament has introduced an exception by means of article 3 of the Members of Parliament (Public Employment) Act even where public officers are concerned. By virtue of this Act only public officers who are in a salary scale higher than scale 6, that is to say at senior level, are disqualified from election to Parliament.



77. Nevertheless, the principle of separation of powers remains very relevant. I am not proposing that all public employees, whatever their level, should be disqualified from Parliament. There is an important difference between MPs who, once elected, are given jobs on a discretionary basis by the government (the subject of my report of 5 July 2019) and those who enter public sector employment before they are elected to Parliament and independently of it. Even in the latter case, however, mechanisms should be introduced to minimise the dependence of backbench MPs on the executive, as proposed below. The current legal provisions whereby MPs employed in the public sector are allowed to attend to parliamentary duties makes them more rather than less dependent on the executive because of the scope for abuse that is tolerated by public sector employers and therefore liable to be curtailed by the government at its discretion.

### **Conclusion**

78. In my opinion this practice, in the absence of a formalised arrangement across the board –

- i. constitutes a misuse of public funds;
- ii. amounts to an abuse, even if unintentional, of individuals' positions as members of Parliament;
- iii. undermines the trust the electorate should have in its political representatives;
- iv. places the heads of public entities in a very difficult position by expecting them to shoulder responsibility for a practice that can give rise to irregularities; and
- v. compromises the independence of MPs who are public employees by making them less prone to proper oversight of the government for fear of losing the advantages derived from employment with a public body.

79. Furthermore, this de facto system discriminates between those MPs who are employed by the government or public sector entities, and other MPs or political candidates, who are required to keep up with their day job outside the House of Representatives in order to earn a living, whilst still fulfilling their parliamentary duties or campaigning for election.



80. I recommend that, as a first step, and at the expense of stating the obvious, the arrangements through which MPs in public sector employment are released to attend to their parliamentary duties should be tightened to introduce greater clarity with regard to activities for which they can be released and activities for which they may not be released. In addition, mechanisms should be introduced empowering and indeed obliging public sector employers to see that the arrangements are not abused.

81. Furthermore, it should become an established principle that an opposition MP who works in the public sector should not serve as opposition spokesperson for the sector within which he or she works.

82. An informal system that has been tolerated over the years in spite of the room for abuse because it works well for MPs employed in the public sector as well as for their employers does not sit well with principles of good governance, avoidance of conflict of interest and transparency.

83. I also take this opportunity to once again recommend the introduction of a system that would allow MPs the option to carry out their role as parliamentarians on a full-time basis, in which case they would receive an honorarium as full-timers. This should be substantially higher than the current honorarium for MPs, which should continue to be paid to those who opt to remain part-time MPs.<sup>29</sup> I made this appeal in my report on case K/002, issued on 5 July 2019, which dealt with backbench MPs on the government side who are given jobs or consultancies by the government.

84. It is my view that, on the introduction of such a system, the Members of Parliament (Public Employment) Act of 2004 should be repealed. MPs who are in public sector employment should resign their employment and be given the option to serve as full-time MPs (with the right of reversion to their jobs in the public sector if they step down from Parliament or are not re-elected). In this way they would cease to be dependent on a public sector employer while serving as MPs and the scope for conflicts of interest emerging from this situation would be significantly reduced. The current release mechanism would also cease to be necessary.

---

<sup>29</sup> The proposal to increase the honorarium for those MPs opting to become full-time MPs would not have an impact on the Treasury pension payable to former MPs who served as part-time MPs under the current system.



85. Given that the current practice is one of long standing, I feel it would be improper to frame this report as a finding of misconduct on the part of either one or all of the MPs concerned but rather a condemnation of a long-standing practice that needs to be addressed. However it is worth noting that, in the course of this investigation, I found:

- i. no evidence that any one of the MPs mentioned in this report has put any undue pressure or demands on the relevant employer in order to be allowed irregular attendance or special arrangements at the place of work;
- ii. that the employer organisations concerned do not question the MPs' interpretation of what constitutes parliamentary duty or the veracity of their claims.

86. This being the case, a question that I have had to consider is whether the names of the MPs ought to have been withheld from this case report. However, this would also require withholding the evidence on which my conclusions are based, since that evidence inevitably identifies the MPs in question. The principle of transparency that underpins this office dictates that, except in so far as there are legitimate grounds of privacy or personal data protection, I should present the relevant evidence on which I have based my conclusions.

87. A copy of this report is being given to the Complainant, and to the Standing Committee for Standards in Public Life through its chairman, as well as to the Principal Permanent Secretary and to the heads of the entities referred to in this report. A copy will also be made available on the website of my office.

**Dr George Marius Hyzler**  
Commissioner for Standards in Public Life



### Attached Documents

- Document A Text of email dated 7 February 2020 from Mr Marco Farrugia.
- Document B Letter dated 20 February 2020 to the Hon. David Agius, Ivan Bartolo, Toni Bezzina, Ryan Callus, Robert Cutajar, Kristy Debono and Hermann Schiavone.
- Document C Text of email dated 4 March 2020 from the Hon. Ryan Callus.
- Document D Letter dated 2 March 2020 from Dr Vincent Galea on behalf of the Hon. Kristy Debono.
- Document E Text of email dated 28 February 2020 from the Hon. Dr Hermann Schiavone.
- Document F1 Form completed by the Malta Freeport Corporation concerning the Hon. David Agius.
- Document F2 Form completed by Jobsplus concerning the Hon. Ivan Bartolo.
- Document F3 Form completed by the Ministry for Transport, Infrastructure and Capital Projects concerning the Hon. Toni Bezzina.
- Document F4 Form completed by Ambjent Malta concerning the Hon. Ryan Callus.
- Document F5 Form completed by the Animal Welfare Promotion and Services Directorate, Ministry for Agriculture, Fisheries and Animal Rights, concerning the Hon. Robert Cutajar.
- Document F6 Form completed by the Malta Gaming Authority concerning the Hon. Kristy Debono.
- Document F7 Form completed by the Superintendence of Public Health within the Ministry for Health concerning the Hon. Mario Galea.
- Document F8 Form completed by the Foundation for Medical Services concerning the Hon. Clyde Puli.



- Document F9 Form completed by the Public Abattoir within the Ministry for Agriculture, Fisheries and Animal Rights concerning the Hon. Dr Hermann Schiavone.
- Document G Letter dated 25 September 2020 to the Hon. David Agius, Ivan Bartolo, Toni Bezzina, Ryan Callus, Robert Cutajar, Kristy Debono and Hermann Schiavone.
- Document H Letter dated 25 September 2020 to the Hon. Mario Galea and the Hon. Clyde Puli.
- Document I Text of email dated 29 September 2020 from the Hon. Dr Hermann Schiavone.
- Document J Text of email dated 29 September 2020 from the Hon. Ivan Bartolo.
- Document K Letter dated 30 September 2020 from the Hon. Robert Cutajar.
- Document L Text of email dated 30 September 2020 from the Hon. Kristy Debono.
- Document M Text of email dated 2 October 2020 from the Hon. Ryan Callus.

## DOCUMENT A

### Text of email dated 7 February 2020 from Mr Marco Farrugia

Dear Sir,

By the present I am formally requesting that you investigate the behavior of certain MP's who have been for a long period of time, including time over which the Commissioner has jurisdiction to investigate, unjustly enriching themselves by receiving a salary to which they were not entitled in virtue of their continuous absenteeism from work. This is not only highly unethical but borderline illegal. May I point out that when news of a similar phantom job given to Melvin Theuma was leaked in the press, various people involved in the giving of such a job were called in for investigation by the police, albeit such illegal enrichment took place for only a couple of months. (Of course Theuma himself could not be investigated as he was covered by a presidential pardon.)

The MP's I am referring to are listed in the article carried in The Times of Malta online of the 3<sup>rd</sup> February 2020 a link of which is being included below, particularly Ms Kristy Debono who "Sources at the MGA said that, over the past four years, Ms Debono had shown up for work about a dozen times and they were not sure what it was she did there" and who unlike the other MP's mentioned, did not even deny such large scale absenteeism but merely "conceded she had not been very regular in her attendance at work but said she had gone in a lot more than was being alleged."

<https://timesofmalta.com/articles/view/report-for-duty-or-you-are-out-opposition-mps-on-the-state-payroll-are.768121>

I therefore kindly request that you investigate this abuse of power and illegal appropriation of the taxpayers' money and report accordingly.

Yours Sincerely

Marco Farrugia



**Letter dated 20 February 2020 to the Hon. David Agius,  
Ivan Bartolo, Toni Bezzina, Ryan Callus, Robert Cutajar, Kristy Debono  
and Hermann Schiavone**

Dear ...

**Case K/021: alleged absenteeism from work  
by MPs employed in public administration**

I have received a complaint which I am reproducing in its totality hereunder:

*Dear Sir,*

*By the present I am formally requesting that you investigate the behavior of certain MP's who have been for a long period of time, including time over which the Commissioner has jurisdiction to investigate, unjustly enriching themselves by receiving a salary to which they were not entitled in virtue of their continuous absenteeism from work. This is not only highly unethical but borderline illegal. May I point out that when news of a similar phantom job given to Melvin Theuma was leaked in the press, various people involved in the giving of such a job were called in for investigation by the police, albeit such illegal enrichment took place for only a couple of months. (Of course Theuma himself could not be investigated as he was covered by a presidential pardon.)*

*The MP's I am referring to are listed in the article carried in The Times of Malta online of the 3rd February 2020 a link of which is being included below, particularly Ms Kristy Debono who "Sources at the MGA said that, over the past four years, Ms Debono had shown up for work about a dozen times and they were not sure what it was she did there" and who unlike the other MP's mentioned, did not even deny such large scale absenteeism but merely "conceded she had not been very regular*



*in her attendance at work but said she had gone in a lot more than was being alleged.”*

<https://timesofmalta.com/articles/view/report-for-duty-or-you-are-out-opposition-mps-on-the-state-payroll-are.768121>

*I therefore kindly request that you investigate this abuse of power and illegal appropriation of the taxpayers’ money and report accordingly.*

*Yours Sincerely*

*Marco Farrugia*

I have decided that this complaint merits investigation in terms of the Standards in Public Life Act (chapter 570 of the laws of Malta). I am accordingly considering it in the context of the Code of Ethics of Members of the House of Representatives, which is set out in the first schedule of the same Act. Paragraph 1 of this code states as follows:

*A member of the House of Representatives shall at all times, both inside and outside the House, conduct himself in a manner which reflects the status and dignity of the House of Representatives.*

I am writing to you as one of the members of Parliament who are mentioned in the news report cited by the complainant.

You are kindly requested to present your views and reactions to the complaint by not later than **Wednesday 4 March 2020**.

Yours sincerely,

[Signed]

Dr George Marius Hyzler  
Commissioner for Standards in Public Life

## DOCUMENT C

### Text of email dated 4 March 2020 from the Hon. Ryan Callus

Dear Mr. Soukmandjiev,

I thank you for resending the email following my request.

First and foremost it must be stated that I was employed as a civil servant in the position of Environment Protection Officer with the then MEPA in circa 2007, and this years before I ever contested for public office. I contested my first local council election 5 years later in 2012 and was elected Deputy Mayor of Siggiewi, and subsequently elected to the House of Representatives a year later in 2013.

In 2013, on being assigned the portfolio of Environment and Planning by the then Opposition Leader Dr Simon Busuttil and having been nominated as the Opposition Representative on the MEPA Board, I requested to be transferred to another Department/Agency to be free from any possible conflicts of interest arising from my duty as an Opposition Spokesperson on the subject. An agreement had been agreed upon with then Environment Minister Herrera to be transferred to the Parks Directorate to perform engineering duties in line with my profession.

Furthermore, I have a formal agreement to attend to parliamentary duties falling during my weekly 40 hour schedule. I always make sure to complete the duties assigned to me by my superiors. At no point was I ever informed of a lack of attendance at Ambjent Malta (previously Parks Directorate).

I trust the above answers your request, whilst I remain available for any further questions.

Best Regards,

Ryan Callus MP



Lil: Kummissarju għall-Istandards  
Uffiċju tal-Kummissarju għall-Istandards fil-Ħajja Pubblika  
11, St. Paul Street,  
VALLETTA. VLT 1210

2 ta' Marzu, 2020

Sur Kummissarju,

Nikteb għan-nom tal-Onorevoli Kristy Debono u nagħmel referenza għall-ittra tiegħek datata 20 ta' Frar, 2020.

Il-mittenti tixtieq l-ewwel u qabel kollox tirrispondi għal ilment magħmul minn Marco Farrugia l-għaliex ma humiex fattwalment korretti. Qabel ma jsir dan, huwa importanti li jiġi registrat li dak li ingħad mill-gurnalisti ta' The Times of Malta ma kienx korrett f'partijiet mill-intervista u f'parti oħra, l-intervista giet meħuda barra mill-kuntest.

Is-Sur Farrugia talab li ssir investigazzjoni dwar ċertu Membri Parlamentari peress li skont hu "*...certain MP's who have been for a long period of time, ... unjustly enriching themselves by receiving a salary to which they were not entitled in virtue of their continuous absenteeism from work*". L-Onorevoli Debono tirrileva li x-xogħol kollu li hija dejjem ingħatat mill-Awtorita ta' Malta dwar il-Logħob, li magħha ilha impjegata sa mis-sena 2004, dejjem sar, skont l-aħjar abilita tagħha.

Hija għalhekk għal kwantu offensiva u ingurjuza li s-Sur Farrugia jgħid li x-xogħol tal-Onorevoli Debono mal-Awtorita ta' Malta għal Logħob jekwivali mal-"*... phantom job given to Melvin Theuma*".

Illi anke in vista ta' dan hawn riportat f'din l-ittra, l-Onorevoli Debono tiċhad bil-qawwa kollha li hija b'xi mod abbużat mill-poter jew approprjat illegalment flejjes tat-taxpayer kif jallega s-Sur Farrugia. Dak li għamlet l-Onorevoli Debono dejjem kien skont id-direzzjoni lilha mogħtija mill-Awtorita fejn hija taħdem.

Il-mittenti tixtieq tinfurmak li hija qatt ma ingħatat xi tip ta' warning, la verbali u lanqas bil-miktub tul il-kważi sittax (16)-il sena li hija ilha taħdem mal-Awtorita imsemmija.

Anzi, id-direzzjoni mogħtija lill-Awtorita tul iż-żmien li hija ilha tokkupa l-kariga ta' rappreżentanta fil-Kamra tar-Rappreżentanti u cioe mill-2013 kien li hija setgħet twettaq id-doveri parlamentari tagħha b'mod mill-aktar liberu u mingħajr xkiel. Tant kien hemm din id-direzzjoni mill-Gvern li kif diġa ngħad ma kien hemm l-ebda ilment da parti tad-dirigenti tal-



GALEA ADVOCATES

Awtorita fil-konfront tagħha. Ovjament, l-Onorevoli Debono qatt ma ħadet direzzjoni mingħand il-Gvern dwar ix-xogħol tagħha. Kienet l-Awtorita li magħha hija impjegata li kienet qaltilha bid-direzzjoni tal-Gvern.

Jirriżulta li din is-sistema u ċioe li Membri Parlamentari jithallew jaqdu d-dmirjiet parlamentari tagħhom, anke waqt il-ħin tax-xogħol ilha tezisti għal għexieren ta' snin u kienet tinkludi membri parlamentari miż-żewġ naħat tal-Kamra. Hekk per eżempju fi żmien meta kien hemm il-Partit Nazzjonalista fil-Gvern, il-President Emeritus tar-Repubblika ta' Malta Marie Louise Coleiro Preca u l-Onorevoli Silvio Parnis ukoll kienu jibbenefikaw bil-kbir minn din is-sistema. L-istess ħaġa tiġri llum b'diversi membri parlamentari tal-Oppożizzjoni.

Illi l-Onorevoli Debono tirrikonoxxi li bil-bidla fit-tmexxija tal-pajjiż, tbiddlet ukoll id-direzzjoni politika għar-rigward tal-flessibilità bejn ix-xogħol u d-doveri parlamentari tagħha. Din il-bidla fid-direzzjoni politika giet kkomunikata lilha mill-Awtorita fejn hija taħdem u għalhekk, id-direzzjoni politika llum hija ferm differenti minn dik li kienet tezisti sa Jannar, 2020.

Mgħadud dan kollu, l-Onorevoli Debono ma tistax ma tenfasiżżax għal darb' oħra li x-xogħol kollu li hija dejjem ingħatat mill-Awtorita dejjem sar kollu skont l-aħjar abbilita tagħha. Sad-data tal-kitba ta' din l-ittra, hija ma għandha xejn pendenti bħala xogħol mal-Awtorita.

Finalment, nixtieq nissottometti għal ġudizzju savju u superjuri tiegħek li flok wieħed jaqbad u jindividwalizza persuna waħda, jew grupp ta' persuni minn Partit Politiku wieħed, ikun aktar għaqli li inti tindirizza s-sistema eżistenti fl-intier tagħha, liema sistema jirriżulta li ilha tezisti għal għexieren ta' snin.

Ngħalaq billi ngħidlek li l-Onorevoli Debono hija disposta li tiltaqa mal-uffiċju tiegħek sabiex jekk ikun il-każ tissottometti evidenza ulterjuri in sostenn ta' dak hawn fuq riportat u dan sabiex tajjeb jew ħażin tiġi indirizzata din is-sistema li ilha tezisti għal għexieren ta' snin darba għal dejjem.

Inselli għalik



Av. Vincent Galea

## DOCUMENT E

### Text of email dated 28 February 2020 from the Hon. Dr Hermann Schiavone

Kummissarju,

B'risposta għall-email tiegħek irrid ngħid li jien dejjem għamilt kull xogħol li ngħatajt mis-superjuri tiegħi u qatt ma irrifjutajt l-ebda xogħol u m'għandi l-ebda xogħol pendent.

Irrid pero nzid dan li gej:

Li filwaqt li nifhem u napprezza li int taġixxi fuq it-talba li saritlek fuq seba deputati li jahdmu mal-Gvern u li jista' jkun li wasal iz-zmien biex allura verament nahdmu biex il-Membri Parlamentari tinghatalhom l-għazla li jkunu Membri Parlamentari full time; tajjeb ukoll li nharsu lil hinn mis-seba' deputati Nazzjonalisti li llum jahdmu mal-Gvern u li fuqhom intalbet li ssir investigazzjoni.

Dan peress li:

1. Il-Gvern jagħti possibilita lil diversi impjegati li jassentu mill-post tax-xogħol biex jaqdu dmirijietom fuq xogħol iehor. Hemm impjegati tas-Servizz publiku li jithallsu mill-Gvern biex jahdmu full time ma' għaqdiet volontarji u unions. Ohrajn jinghataw leave bi hlas biex jistudjaw jew biex jitharrgu f' dixxiplina sportiva. Allura ma nemminx li għandha ssir diskriminazzjoni ma' dawn il-Membri Parlamentari fl-investigazzjoni mill-ufficcju tiegħek.

2. Fil-kas ta' Membri Parlamentari din il-flessibilita fil-legislaturi li għaddew inagħtat b'mod shih lil numru ta' Deputati fost l-ohrajn lill-Eccellenza tagħha Marie Louise Coleiro meta kienet membru tal-Oppozizzjoni u allura l-anqas hawn m'għandha ssir diskriminazzjoni fuq tali ftehim li ilu maqbul għal numru ta' snin u li l-Oppozizzjoni Laburista dak iz-zmien dejjem apoggjat tali flessibilita għal membri parlamentari tagħha li kienu milquta taht Gvernijiet Nazzjonalista.

Inselli għalik

Onor. Dr. Hermann Schiavone



**Table A – MPs employed in public administration**

Organisation: Malta Freeport Corporation Ltd

Name of MP: David Agius

Q1	On what date did the MP in question commence employment with your organisation?
A1	01-01-2004
Q2	Is the MP's engagement covered by a written contract? If not kindly specify whether it is covered by any other instrument, e.g. a letter of appointment.
A2	Engagement letter from ETC dd 22/9/2005 confirming his employment on full time basis as indefinite dd 1/1/2004
Q3	What is the actual work which the MP is employed to carry out?
A3	Manager – EU Funds and EU Compliance. He conducts duties assigned to him such as admin work and EU matters such as identifying Horizon project opportunities.
Q4	What is the precise designation and grade of the MP?
A4	Manager – EU Funds and EU Compliance
Q5	Is the engagement for a fixed term or for an indefinite period of time?
A5	Indefinite period of time.
Q6	Is the engagement on a whole-time or part-time basis?
A6	Whole-time basis.

Q7	Are there any formal or informal arrangements in place, regarding the MP's employment with your organisation and the performance of his or her parliamentary duties?
A7	There is no written agreement relevant to this matter but there is a mutual understanding that whenever employee Mr. David Agius has parliamentary commitments he seeks authorization from CEO to be excused and such authorization is granted.
Q8	Is the employee allowed to work from home? If so, does your organisation have a system to monitor performance? Please state which days of the week are worked from home under this arrangement.
A8	No.
Q9	Has the MP requested or been granted time off work to carry out parliamentary duties?
A9	As per reply to question Q7. (Please see reply A7).
Q10	Please specify whether the arrangements, if any, to which questions Q6 to Q8 refer have been introduced on directions by your organization (including its governing board, if any), political authorities, or a central government office.
A10	No.
Q11	Has the MP in question been given work commensurate to the role he/she was contracted to perform and to the salary attached to that role?
A11	The role of employee David Agius within the corporation has changed from time to time. His current designation is Manager EU Funds and EU Compliance and the work he is given is commensurate to his present designated role.

Q12	Have there been any instances where the MP in question failed to perform, or refused to perform, the duties he/she was requested to perform? If so, please elaborate.
A12	No.
Q13	Have there been any instances where your organization requested an explanation from the MP in question as to any reduction in quality or work or attendance at his/her place of employment?
A13	Please refer to the answer A15.
Q14	If so, did the MP in question provide an explanation, and was this matter considered to have been resolved by your organisation?
A14	Due to the fact that David Agius is very often absent from work to attend parliamentary duties, he was given a role within the organisation which can be fulfilled in spite of his regular absence from work to attend to his parliamentary commitments.
Q15	Has there been any written communication with the MP regarding his/her attendance and/or performance and have there ever been any warnings issued? If so, please provide me with copies.
A15	Yes, there was written correspondence regarding his attendance, copy of which is hereby attached.
Q16	Please provide any other comments that you may consider relevant to this investigation.
A16	Although in his role David Agius is entitled to a 10% performance bonus, in reality the Board of Directors of the Corporation has resolved not to award him any performance bonus in view of the regular absence from the place on work in order to attend to his parliamentary duties.

--	--

Respondent name: David Magro

Respondent position: CEO

Signature: 

Date: 31-08-2020



### Table A – MPs employed in public administration

Organisation: Jobsplus

Name of MP: Ivan Bartolo

Q1	On what date did the MP in question commence employment with your organisation?
A1	Hon. Ivan Bartolo started employment with Jobsplus on 30/06/2014.
Q2	Is the MP's engagement covered by a written contract? If not kindly specify whether it is covered by any other instrument, e.g. a letter of appointment.
A2	Yes, the MP's engagement was covered by a definite contract with effect from 30/06/2014. A Letter of Appointment was issued on 25/04/2017 so that the contract of Ivan Bartolo changes from a definite to an indefinite basis in line with Directive 12 issued on 18/04/2017. The Appointment Letter is being attached.
Q3	What is the actual work which the MP is employed to carry out?
A3	Hon. Bartolo's role within Jobsplus is that of a Job Coach. His Job Description is being attached.
Q4	What is the precise designation and grade of the MP?
A4	Hon Bartolo's position within Jobsplus is that of Senior Clerk, Grade V
Q5	Is the engagement for a fixed term or for an indefinite period of time?
A5	Hon Bartolo's engagement with Jobsplus is on an indefinite basis.
Q6	Is the engagement on a whole-time or part-time basis?
A6	Hon. Bartolo's engagement with Jobsplus is on a whole-time basis.
Q7	Are there any formal or informal arrangements in place, regarding the MP's employment with your organisation and the performance of his or her parliamentary duties?
A7	Jobsplus does have a formal arrangement in place with Hon. Bartolo. Email is being attached.

Q8	Is the employee allowed to work from home? If so does your organisation have a system to monitor performance? Please state which days of the week are worked from home under this arrangement.
A8	The nature of his work does not permit teleworking. Hon. Bartolo did not ask for telework whilst performing his duties in parliament.
Q9	Has the MP requested or been granted time off work to carry out parliamentary duties?
A9	Yes, Hon. Bartolo asked to be granted time off to carry out parliamentary duties.
Q10	Please specify whether the arrangements, if any, to which questions Q6 to Q8 refer have been introduced on directions by your organization (including its governing board, if any), political authorities, or a central government office.
A10	These arrangements have been introduced following direction by the then Executive Chairman, Mr. Clyde Caruana on 30.10.2017. See attached email.
Q11	Has the MP in question been given work commensurate to the role he/she was contracted to perform and to the salary attached to that role?
A11	Yes, all conditions are stipulated as per current Jobsplus Collective Agreement. Hon. Bartolo's job description is being attached.
Q12	Have there been any instances where the MP in question failed to perform, or refused to perform, the duties he/she was requested to perform? If so, please elaborate.
A12	The attendance records of Hon. Ivan Bartolo show that he is rarely reporting to work at Jobsplus SET Msida. Therefore, his supervisor cannot give him tasks to do.
Q13	Have there been any instances where your organization requested an explanation from the MP in question as to any reduction in quality or work or attendance at his/her place of employment?
A13	There are no recorded instances in writing where Jobsplus requested an explanation from the MP in question as to any reduction in quality or work or attendance at his/her place of employment
Q14	If so, did the MP in question provide an explanation, and was this matter considered to have been resolved by your organisation?

A14	There were no instances recorded in writing to which the Jobsplus People Management Department was involved so that it could be filed in Hon. Bartolo's personal file.
Q15	Has there been any written communication with the MP regarding his/her attendance and/or performance and have there ever been any warnings issued? If so, please provide me with copies.
A15	There was no written communication with the MP regarding his attendance and no warnings were ever issued.
Q16	Please provide any other comments that you may consider relevant to this investigation.
A16	Appraisals for year 2019 was marked as 'not applicable' due his absenteeism within Jobsplus.

Respondent name: Alexia Vella

Respondent position: Chief Executive Officer

Signature: \_\_\_\_\_

Date: 27<sup>th</sup> August 2020



**Table A – MPs employed in public administration**

Organisation: MTIP

Name of MP: Onor. Toni Bezzina

Q1	On what date did the MP in question commence employment with your organisation?
A1	02.07.90 – 03.05.95 01.01.97 to date
Q2	Is the MP's engagement covered by a written contract? If not kindly specify whether it is covered by any other instrument, e.g. a letter of appointment.
A2	Letter of appointment (last letter dated 27 <sup>th</sup> December 2012)
Q3	What is the actual work which the MP is employed to carry out?
A3	Support to the Office of the Director General (Public Works)
Q4	What is the precise designation and grade of the MP?
A4	Senior Architect and Civil Engineer
Q5	Is the engagement for a fixed term or for an indefinite period of time?
A5	Indefinite period of time
Q6	Is the engagement on a whole-time or part-time basis?
A6	Whole time
Q7	Are there any formal or informal arrangements in place, regarding the MP's employment with your organisation and the performance of his or her parliamentary duties?

A7	<p>Letter sent by Mr Yakob Zahra dated 7<sup>th</sup> August 2013 to Permanent Secretary, Ministry for Transport &amp; Infrastructure stated the following.</p> <p>“At present, there is a public officer, namely Mr Anthony Bezzina who is performing duties in your Ministry who has been elected as a Member of Parliament. It has been approved that public officers who have been elected as Members of Parliament may be released from their duties as public officers in order to attend activities related to House business, irrespective of whether these activities are held in or outside the House (eg attendance for Committee Meetings, travelling abroad on parliamentary delegations attendance for official events which are related to their role in Parliament etc). However elected officers should not be released in order to attend to their constituency. The Public Service Management Code has been amended to include these new arrangements (at PSMC section 7.2.3.6).</p>
Q8	<p>Is the employee allowed to work from home? If so does your organisation have a system to monitor performance? Please state which days of the week are worked from home under this arrangement.</p>
A8	<p>No.</p>
Q9	<p>Has the MP requested or been granted time off work to carry out parliamentary duties?</p>
A9	<p>Yes, he is being granted approval of special paid leave when he is abroad on parliamentary work.</p> <p>A case in point is when he was granted special paid leave when he attended the “Plenary Meeting of the LXII COSAC Organised within the Parliamentary dimension of the Finnish Presidency of the Council of the European Union” being held in Helsinki Finland between the 1<sup>st</sup> and 3<sup>rd</sup> December 2019.</p>
Q10	<p>Please specify whether the arrangements, if any, to which questions Q6 to Q8 refer have been introduced on directions by your organization (including its governing board, if any), political authorities, or a central government office.</p>

A10	Directions were given by a central government office as indicated above
Q11	Has the MP in question been given work commensurate to the role he/she was contracted to perform and to the salary attached to that role?
A11	Yes, not always on a regular basis.
Q12	Have there been any instances where the MP in question failed to perform, or refused to perform, the duties he/she was requested to perform? If so, please elaborate.
A12	No.
Q13	Have there been any instances where your organization requested an explanation from the MP in question as to any reduction in quality or work or attendance at his/her place of employment?
A13	No.
Q14	If so, did the MP in question provide an explanation, and was this matter considered to have been resolved by your organisation?
A14	N/A
Q15	Has there been any written communication with the MP regarding his/her attendance and/or performance and have there ever been any warnings issued? If so, please provide me with copies.
A15	No.

Q16	Please provide any other comments that you may consider relevant to this investigation.
A16	Nil.

Respondent name: ADRIAN DALLI

Respondent position: Director General (Strategy and Support), MTRP

Signature: X Ddb Adrian Dalli  
Director General  
(Strategy and Support)  
Ministry for Transport, Infrastructure and  
Capital Projects

Date: 7/09/2020

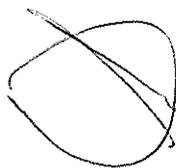


**Table A – MPs employed in public administration**

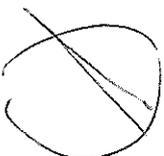
Organisation: Ambjent Malta

Name of MP: Ryan Callus

Q1	On what date did the MP in question commence employment with your organisation?
A1	01.08.2016
Q2	Is the MP's engagement covered by a written contract? If not kindly specify whether it is covered by any other instrument, e.g. a letter of appointment.
A2	Mr Callus, who is an employee of the Environment and Resources Authority (ERA), performs his duties at Ambjent Malta on a loan basis. This arrangement is covered by a tripartite Loan Agreement involving the Permanent Secretariat, ERA and Mr Callus.
Q3	What is the actual work which the MP is employed to carry out?
A3	<p>At Ambjent Malta, the duties of Mr Callus are the following:</p> <ul style="list-style-type: none"><li>(i) Manage the Project implementation on various projects entrusted to the Directorate;</li><li>(ii) assist in the technical descriptions and input for tender dossiers required by the Directorate;</li><li>(iii) Serving as Project Leader / Project Manager in EU funded projects;</li><li>(iv) Perform technical inspection on machinery and equipment and oversee the full operational mechanism of whole system within the Directorate, in his professional capacity as an engineer;</li><li>(v) Any other duties, according to the exigencies of the Department, as assigned by the Permanent Secretary, MSDEC.</li></ul> <p>By way of a few examples, Mr Callus has given his professional input in the following projects/initiatives:</p> <ul style="list-style-type: none"><li>(i) Development of irrigation systems in the Rainwiin Project (EU Funded);</li><li>(ii) Restoration of the water stream at St Paul's Grotto at Buskett Gardens;</li><li>(iii) Development of irrigation system at St Philip's Garden and the connection of plumbing works at Wignacourt Fountain;</li></ul>



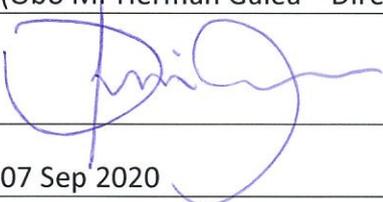
Q4	What is the precise designation and grade of the MP?
A4	Mr Callus is employed with ERA as an Environment Protection Officer (Grade B). His duties at Ambjent Malta are mainly of an engineering and project-related.
Q5	Is the engagement for a fixed term or for an indefinite period of time?
A5	Indefinite
Q6	Is the engagement on a whole-time or part-time basis?
A6	Whole-time
Q7	Are there any formal or informal arrangements in place, regarding the MP's employment with your organisation and the performance of his or her parliamentary duties?
A7	<p>Loan Agreement makes reference to the pertinent PSMC provision which provides for parliamentary activity by officers elected to Parliament.</p> <p><i>Public officers who resume duties from electoral leave in terms of the Members of Parliament (Public Employment) Act, may be released from their duties as public officers in order to attend activities related to House business, irrespective of whether these activities are held in or outside the House (e.g. attendance for Committee meetings, travelling abroad on parliamentary delegations, attendance for official events which are related to their role in Parliament etc.). However, elected public officers should not be released in order to attend to their constituency.</i></p> <p>(See Section 3.3 in PSMC <u>Manual on Special Leaves</u></p> <p><a href="https://publicservice.gov.mt/en/Documents/Public%20Service%20Management%20Code/PSMC%20Manuals/Manual_on_Special_Leaves.pdf">https://publicservice.gov.mt/en/Documents/Public%20Service%20Management%20Code/PSMC%20Manuals/Manual_on_Special_Leaves.pdf</a>)</p>
Q8	Is the employee allowed to work from home? If so does your organisation have a system to monitor performance? Please state which days of the week are worked from home under this arrangement.
A8	No telework agreement in place.
Q9	Has the MP requested or been granted time off work to carry out parliamentary duties?
A9	Only in accordance with Answer 7 above.
Q10	Please specify whether the arrangements, if any, to which questions Q6 to Q8 refer have been introduced on directions by your organization (including its governing board, if any), political authorities, or a central government office.
A10	Release to attend House-related business is granted in accordance with PSMC.



Q11	Has the MP in question been given work commensurate to the role he/she was contracted to perform and to the salary attached to that role?
A11	Yes
Q12	Have there been any instances where the MP in question failed to perform, or refused to perform, the duties he/she was requested to perform? If so, please elaborate.
A12	No
Q13	Have there been any instances where your organization requested an explanation from the MP in question as to any reduction in quality or work or attendance at his/her place of employment?
A13	No
Q14	If so, did the MP in question provide an explanation, and was this matter considered to have been resolved by your organisation?
A14	Not applicable
Q15	Has there been any written communication with the MP regarding his/her attendance and/or performance and have there ever been any warnings issued? If so, please provide me with copies.
A15	No
Q16	Please provide any other comments that you may consider relevant to this investigation.
A16	Not applicable

Respondent name: Dennis Buttigieg

Respondent position: Director General (Operations)  
(Obo Mr Herman Galea – Director General, Ambjent Malta)

Signature:  \_\_\_\_\_

Date: 07 Sep 2020



### Table A – MPs employed in public administration

Organisation: Animal Welfare Promotion and Services Directorate

Name of MP: Robert Cutajar

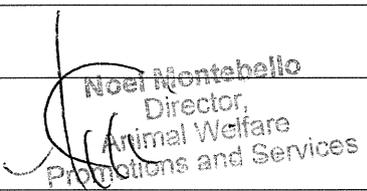
Q1	On what date did the MP in question commence employment with your organisation?
A1	8 <sup>th</sup> April 2013
Q2	Is the MP's engagement covered by a written contract? If not kindly specify whether it is covered by any other instrument, e.g. a letter of appointment.
A2	Letter of Appointment
Q3	What is the actual work which the MP is employed to carry out?
A3	<ul style="list-style-type: none"><li>- Promotion including: Educational Events including activities for <i>Skolasajf</i> Annual Events</li><li>- Liaison with Local Councils</li></ul>
Q4	What is the precise designation and grade of the MP?
A4	Designation: Officer in Grade 9 Grade: 9
Q5	Is the engagement for a fixed term or for an indefinite period of time?
A5	Indefinite period of time
Q6	Is the engagement on a whole-time or part-time basis?
A6	Whole-time basis

Q7	Are there any formal or informal arrangements in place, regarding the MP's employment with your organisation and the performance of his or her parliamentary duties?
A7	Release from duties to attend House Business
Q8	Is the employee allowed to work from home? If so does your organisation have a system to monitor performance? Please state which days of the week are worked from home under this arrangement.
A8	Yes. Performance is monitored through the monthly telework progress reports Teleworking on: Monday, Tuesday, Thursday & Friday (all day)
Q9	Has the MP requested or been granted time off work to carry out parliamentary duties?
A9	No – only as per release indicated at A7
Q10	Please specify whether the arrangements, if any, to which questions Q6 to Q8 refer have been introduced on directions by your organization (including its governing board, if any), political authorities, or a central government office.
A10	Central Government Office Work life balance measure approved by Ministry
Q11	Has the MP in question been given work commensurate to the role he/she was contracted to perform and to the salary attached to that role?
A11	Yes

Q12	Have there been any instances where the MP in question failed to perform, or refused to perform, the duties he/she was requested to perform? If so, please elaborate.
A12	No
Q13	Have there been any instances where your organization requested an explanation from the MP in question as to any reduction in quality or work or attendance at his/her place of employment?
A13	No
Q14	If so, did the MP in question provide an explanation, and was this matter considered to have been resolved by your organisation?
A14	N/A
Q15	Has there been any written communication with the MP regarding his/her attendance and/or performance and have there ever been any warnings issued? If so, please provide me with copies.
A15	No
Q16	Please provide any other comments that you may consider relevant to this investigation.
A16	N/A

Respondent name: Noel Montebello

Respondent position: Director

Signature: 

Date: 07/09/2020

Noel Montebello  
Director,  
Animal Welfare  
Productions and Services



**Table A – MPs employed in public administration**

Organisation: Malta Gaming Authority (MGA)

Name of MP: Hon. Kristy Debono

Q1	On what date did the MP in question commence employment with your organisation?
A1	2 <sup>nd</sup> August 2004
Q2	Is the MP's engagement covered by a written contract? If not kindly specify whether it is covered by any other instrument, e.g. a letter of appointment.
A2	Yes she has a standard employment contract like any other MGA employee.
Q3	What is the actual work which the MP is employed to carry out?
A3	Currently her role is that of analysing Public Relations and Marketing aspects of the entity's information.
Q4	What is the precise designation and grade of the MP?
A4	Head of Information Analysis
Q5	Is the engagement for a fixed term or for an indefinite period of time?
A5	Indefinite
Q6	Is the engagement on a whole-time or part-time basis?
A6	Full Time
Q7	Are there any formal or informal arrangements in place, regarding the MP's employment with your organisation and the performance of his or her parliamentary duties?
A7	She is excused for Parliamentary duties, and is allowed to work from home after 1pm.
Q8	Is the employee allowed to work from home? If so does your organisation have a system to monitor performance? Please state which days of the week are worked from home under this arrangement.
A8	She is allowed to work from home after 1pm everyday.
Q9	Has the MP requested or been granted time off work to carry out parliamentary duties?
A9	Yes during election period.
Q10	Please specify whether the arrangements, if any, to which questions Q6 to Q8 refer have been introduced on directions by your organization (including its governing board, if any), political authorities, or a central government office.
A10	It was an arrangement preceding my appointment as CEO, which was carried forward over the past years.
Q11	Has the MP in question been given work commensurate to the role he/she was contracted to perform and to the salary attached to that role?

A11	Due to the fact that she is an MP, and the ongoing parliamentary duties, management assigns duties and work in order to strike a good balance.
Q12	Have there been any instances where the MP in question failed to perform, or refused to perform, the duties he/she was requested to perform? If so, please elaborate.
A12	Hon. Debono never refused to perform.
Q13	Have there been any instances where your organization requested an explanation from the MP in question as to any reduction in quality or work or attendance at his/her place of employment?
A13	In January 2020 a clarification email was sent to the MP.
Q14	If so, did the MP in question provide an explanation, and was this matter considered to have been resolved by your organisation?
A14	Matter was resolved.
Q15	Has there been any written communication with the MP regarding his/her attendance and/or performance and have there ever been any warnings issued? If so, please provide me with copies.
A15	No warnings were issued.
Q16	Please provide any other comments that you may consider relevant to this investigation.
A16	N/A

Respondent name: Heathcliff Farrugia

Respondent position: CEO

Signature: \_\_\_\_\_

Date: 03/09/2020



### Table A – MPs employed in public administration

Organisation: Superintendence of Public Health

Name of MP: Mario Galea

Q1	On what date did the MP in question commence employment with your organisation?
A1	2 September 2013
Q2	Is the MP's engagement covered by a written contract? If not kindly specify whether it is covered by any other instrument, e.g. a letter of appointment.
A2	Letter of Appointment
Q3	What is the actual work which the MP is employed to carry out?
A3	Working within the Health Promotion Unit involved in the prevention and control of non communicable diseases
Q4	What is the precise designation and grade of the MP?
A4	Officer in scale 6 – senior staff nurse . Attached letter of appointment refers.
Q5	Is the engagement for a fixed term or for an indefinite period of time?
A5	Indefinite
Q6	Is the engagement on a whole-time or part-time basis?
A6	Whole time
Q7	Are there any formal or informal arrangements in place, regarding the MP's employment with your organisation and the performance of his or her parliamentary duties?

A7	Informal arrangements
Q8	Is the employee allowed to work from home? If so does your organisation have a system to monitor performance? Please state which days of the week are worked from home under this arrangement.
A8	Works his 40 hr week from home; performance is monitored through work outputs, initiatives and contribution to health promotion material to prevent non communicable diseases in line with government strategy
Q9	Has the MP requested or been granted time off work to carry out parliamentary duties?
A9	Yes
Q10	Please specify whether the arrangements, if any, to which questions Q6 to Q8 refer have been introduced on directions by your organization (including its governing board, if any), political authorities, or a central government office.
A10	Not Applicable
Q11	Has the MP in question been given work commensurate to the role he/she was contracted to perform and to the salary attached to that role?
A11	yes
Q12	Have there been any instances where the MP in question failed to perform, or refused to perform, the duties he/she was requested to perform? If so, please elaborate.
A12	NO

Q13	Have there been any instances where your organization requested an explanation from the MP in question as to any reduction in quality or work or attendance at his/her place of employment?
A13	NO
Q14	If so, did the MP in question provide an explanation, and was this matter considered to have been resolved by your organisation?
A14	Not applicable
Q15	Has there been any written communication with the MP regarding his/her attendance and/or performance and have there ever been any warnings issued? If so, please provide me with copies.
A15	no
Q16	Please provide any other comments that you may consider relevant to this investigation.
A16	

Respondent name: Pauline Vassallo

Respondent position: Director Health Promotion and  
Disease Prevention (December 2016  
to date)

Signature:



Date: 7<sup>th</sup> September 2020



**Table A – MPs employed in public administration**

Organization: Foundation For Medical Services

Name of MP: Clyde Puli

Q1	On what date did the MP in question commence employment with your organization?
A1	<b>He commenced employment with FMS on the 16<sup>th</sup> August 1999. He started his unpaid period (release to political party as per PSMC manual) on Monday 27<sup>th</sup> November 2017 and came back from unpaid leave on 23<sup>rd</sup> March 2020.</b>
Q2	Is the MP’s engagement covered by a written contract? If not kindly specify whether it is covered by any other instrument, e.g. a letter of appointment.
A2	<b>His employment with FMS is covered by an employment contract and the current change in duties and change in role is covered by an addendum signed by both parties.</b>
Q3	What is the actual work which the MP is employed to carry out?
A3	<p><b>The EHS and Facilities Manager is to advise the Foundation on how to minimize the impact on the EHS issues and oversee the delivery of impact reduction strategies. He is to develop and measure the success of the schemes for waste management, renewable energy and recycling, together with a safe environment at the workplace.</b></p> <p><b><u>Environmental, Health and Safety:</u></b></p> <ul style="list-style-type: none"> <li>• <b>Implementing environmental policies and practices</b></li> <li>• <b>Devising strategies to meet targets and to encourage best practice within the Foundation</b></li> <li>• <b>Liaising with internal staff including Heads and Managers</b></li> <li>• <b>Point of reference for environmental issues within the Foundation</b></li> <li>• <b>Providing environmental training to staff at all levels;</b></li> <li>• <b>keeping up to date with relevant changes in environmental, health and safety legislation and initiatives including international legislation, where applicable;</b></li> <li>• <b>Producing Educational or information resources for internal staff and stakeholders such as external Project Managers;</b></li> <li>• <b>Liaising with regulatory bodies such as ERA and OHSA;</b></li> <li>• <b>Together with the Health and Safety Officer and the Health and Safety Workers’ Representative:</b></li> <li>• <b>Monitoring health and safety risks and hazards in the workplace</b></li> </ul>

	<ul style="list-style-type: none"> <li>• Advising employees on how to minimise or ultimately avoid risks and hazards in the workplace</li> <li>• Ensuring the business is legally compliant with all health and safety legislation</li> <li>• Managing emergency procedures (such as fire alarm drills) and organising training to emergency teams such as fire wardens, fire checkers and first aiders</li> <li>• Working with and training all employees to manage, monitor and improve the health and safety standards in the workplace;</li> <li>• Being responsible for all safety inspections in the workplace;</li> <li>• Drafting policies in relation to Environment, Health and Safety at the workplace;</li> </ul> <p><b>Facilities:</b></p> <ul style="list-style-type: none"> <li>• Overseeing and agreeing contracts and providers for services including the Fire Alarm Agreement, Lift Agreement, Cleaning Agreement and other agreements that might come into place;</li> <li>• Ensuring that basic facilities, such as water, heating, bathrooms and general maintenance are well-maintained;</li> <li>• Managing budgets and ensuring cost-effectiveness;</li> <li>• Ensuring that facilities meet government regulations and environmental, health and safety standards;</li> <li>• Drafting reports and making written recommendations as deemed necessary;</li> <li>• Any other duties that may be required by the Employer.</li> </ul>
Q4	What is the precise designation and grade of the MP?
A4	<b>Current designation is ; EHS (Environment, Health and Safety) and Facilities Manager pegged to FMS salary structure at grade 2 <i>Manager</i>. (as from March 2020)</b>
Q5	Is the engagement for a fixed term or for an indefinite period of time?
A5	<b>Mr. Puli is employed on an indefinite contract.</b>
Q6	Is the engagement on a whole-time or part-time basis?
A6	<b>Full time basis.</b>
Q7	Are there any formal or informal arrangements in place, regarding the MP's employment with your organization and the performance of his or her parliamentary duties?
A7	<b>No formal arrangements in file.</b>
Q8	Is the employee allowed to work from home? If so does your organisation have a system to monitor performance? Please state which days of the week are worked from home under this arrangement.

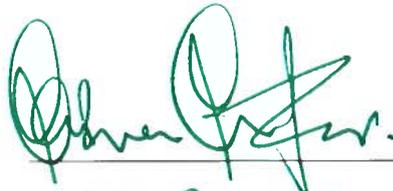
A8	<b>No, he is not as per FMS Family Friendly Measures policy updated in July 2020, managers are not eligible to apply for teleworking.</b>
Q9	Has the MP requested or been granted time off work to carry out parliamentary duties?
A9	<b>Mr. Clyde Puli requested unpaid leave to be released on grounds of public policy due to political party involvement as per rules and regulations outlined in <i>Directive 5 Political Activities Leave</i> and the PSMC manual.</b> <b>His request was approved, and he started his unpaid period on Monday 27th November 2017 and came back from unpaid leave on the 23<sup>rd</sup> March 2020.</b>
Q10	Please specify whether the arrangements, if any, to which questions Q6 to Q8 refer have been introduced on directions by your organization (including its governing board, if any), political authorities, or a central government office.
A10	<b>FMS is a government public entity holding a project-management and technical services remit that extends across the public healthcare landscape in Malta. The Foundation's expertise makes it the Ministry for Health's main reference point in healthcare infrastructure and HR services, and to this end it delivers projects that meet and exceed the Ministry's requirements.</b> <b>The Foundation for Medical Services is governed by a Board which determines its general policy and is responsible for its activities, organization, financial administration and the administration of property</b> <b>Furthermore, FMS as government entity is also governed by certain PSMC measures and OPM directives applicable to public sector employees.</b>
Q11	Has the MP in question been given work commensurate to the role he/she was contracted to perform and to the salary attached to that role?
A11	<b>FMS has been doing some re-structuring and a gap has been identified within the facilities department hence the new role and responsibilities given to Mr. Clyde Puli in March 2020. Since FMS is governed by Salary structure and Grading System the position of Manager has been pegged to <i>FMS Manager – Grade 2</i>.</b>
Q12	Have there been any instances where the MP in question failed to perform, or refused to perform, the duties he/she was requested to perform? If so, please elaborate.
A12	<b>No such instances recorded in personal file.</b>

Q13	Have there been any instances where your organization requested an explanation from the MP in question as to any reduction in quality or work or attendance at his/her place of employment?
A13	<b>No such instances in his personal file.</b>
Q14	If so, did the MP in question provide an explanation, and was this matter considered to have been resolved by your organization?
A14	<b>N/A</b>
Q15	Has there been any written communication with the MP regarding his/her attendance and/or performance and have there ever been any warnings issued? If so, please provide me with copies.
A15	<b>No warnings.</b>
Q16	Please provide any other comments that you may consider relevant to this investigation.
A16	

Respondent name: Ms. Carmen Ciantar

Respondent position: Chief Executive Officer FMS

Signature:



Date:

10.09.20



**Table A – MPs employed in public administration**

Organisation: Public Abattoir within the Ministry for Agriculture, Fisheries and Animal Rights

Name of MP: Dr Herman Schiavone

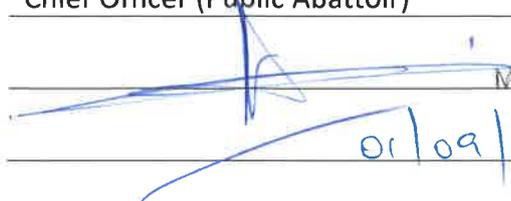
Q1	On what date did the MP in question commence employment with your organisation?
A1	11 April 2013
Q2	Is the MP's engagement covered by a written contract? If not kindly specify whether it is covered by any other instrument, e.g. a letter of appointment.
A2	Letter of Appointment as Senior Principal
Q3	What is the actual work which the MP is employed to carry out?
A3	Responsible for the monitoring of the implementation of the different capital projects being carried out within the Public Abattoir. This included tender evaluation.
Q4	What is the precise designation and grade of the MP?
A4	Senior Principal
Q5	Is the engagement for a fixed term or for an indefinite period of time?
A5	Indefinite
Q6	Is the engagement on a whole-time or part-time basis?
A6	Full-time

Q7	Are there any formal or informal arrangements in place, regarding the MP's employment with your organisation and the performance of his or her parliamentary duties?
A7	In line with the Member of Parliament (Public Employment) Act – Act XI of 2004, Regulation 3, sub-regulation (2), the MP in question is allowed to attend to his duties in the House.
Q8	Is the employee allowed to work from home? If so does your organisation have a system to monitor performance? Please state which days of the week are worked from home under this arrangement.
A8	No, the employee does not benefit from any “work from home” arrangements.
Q9	Has the MP requested or been granted time off work to carry out parliamentary duties?
A9	Yes. In line with the Member of Parliament (Public Employment) Act – Act XI of 2004, Regulation 3, sub-regulation (2), the MP in question is allowed to attend to his duties in the House.
Q10	Please specify whether the arrangements, if any, to which questions Q6 to Q8 refer have been introduced on directions by your organization (including its governing board, if any), political authorities, or a central government office.
A10	Central Government
Q11	Has the MP in question been given work commensurate to the role he/she was contracted to perform and to the salary attached to that role?
A11	Yes.

Q12	Have there been any instances where the MP in question failed to perform, or refused to perform, the duties he/she was requested to perform? If so, please elaborate.
A12	No.
Q13	Have there been any instances where your organization requested an explanation from the MP in question as to any reduction in quality or work or attendance at his/her place of employment?
A13	No.
Q14	If so, did the MP in question provide an explanation, and was this matter considered to have been resolved by your organisation?
A14	N/A
Q15	Has there been any written communication with the MP regarding his/her attendance and/or performance and have there ever been any warnings issued? If so, please provide me with copies.
A15	No.
Q16	Please provide any other comments that you may consider relevant to this investigation.
A16	N/A

Respondent name: Emanuel Schembri

Respondent position: Chief Officer (Public Abattoir)

Signature: 

Date: 01/09/2020

**Emanuel Schembri**  
 Chief Officer  
 Public Abattoir  
 Ministry for Agriculture, Fisheries  
 and Animal Rights (MAFA)



**Letter dated 25 September 2020 to the Hon. David Agius,  
Ivan Bartolo, Toni Bezzina, Ryan Callus, Robert Cutajar, Kristy Debono  
and Hermann Schiavone**

Dear ...

**Case K/021: alleged absenteeism from work  
by Opposition MPs employed in public administration**

Please refer to my letter dated 20 February 2020 concerning the complaint by Marco Farrugia in the light of a Times of Malta news report that is available at <https://timesofmalta.com/articles/view/report-for-duty-or-you-are-out-opposition-mps-on-the-state-payroll-are.768121>.

Further to the letter in question, I am considering the complaint in the light of the following provisions of the Code of Ethics of Members of the House of Representatives, which is set out in the first schedule of the Standards in Public Life Act:

*Art. 1. A member of the House of Representatives shall at all times, both inside and outside the House, conduct himself in a manner which reflects the status and dignity of the House of Representatives.*

*Art. 3. Without prejudice to the provisions of sub-article (2) of article 5 of this Schedule, a member of the House of Representatives may not receive any remuneration or compensation under whatever form for his work as a member of the House of Representatives, except for his official remuneration as a member.*

*Art. 4. While a member of the House of Representatives is in duty bound to relay the complaints of his constituents and to make representations in their name to Government authorities, the Member is expected not to use any improper influence, threats or undue pressure in the course of his duties.*



*Art. 5. Reference shall not be made in professional, occupational or business matters to membership of the House of Representatives which in any way can give undue advantage to a member.*

I also wish to inform you that I have sought the views of the employers within the public administration that employ Opposition MPs with regards to their employment, attendance record and work performance.

My report on this case will focus on the practice rather than on individual MPs. However I shall be referring to individual cases to illustrate the practice that appears to be one of long-standing. I adopted a similar approach in my investigation on the use of social media by ministers and parliamentary secretaries (case K/010). Nevertheless, to comply with the spirit of article 18(3) of the Standards in Public Life Act I am attaching the information I received from your employer.

Should you wish to present any final reactions in connection with this case, please do so by not later than **Friday 2 October 2020**.

Yours sincerely,

[Signed]

Dr George Marius Hyzler  
Commissioner for Standards in Public Life



**Letter dated 25 September 2020 to the Hon. Mario Galea  
and the Hon. Clyde Puli**

Dear ...

**Case K/021: alleged absenteeism from work  
by Opposition MPs employed in public administration**

I have received a complaint which I am reproducing in its totality hereunder:

*Dear Sir,*

*By the present I am formally requesting that you investigate the behavior of certain MP's who have been for a long period of time, including time over which the Commissioner has jurisdiction to investigate, unjustly enriching themselves by receiving a salary to which they were not entitled in virtue of their continuous absenteeism from work. This is not only highly unethical but borderline illegal. May I point out that when news of a similar phantom job given to Melvin Theuma was leaked in the press, various people involved in the giving of such a job were called in for investigation by the police, albeit such illegal enrichment took place for only a couple of months. (Of course Theuma himself could not be investigated as he was covered by a presidential pardon.)*

*The MP's I am referring to are listed in the article carried in The Times of Malta online of the 3rd February 2020 a link of which is being included below, particularly Ms Kristy Debono who "Sources at the MGA said that, over the past four years, Ms Debono had shown up for work about a dozen times and they were not sure what it was she did there" and who unlike the other MP's mentioned, did not even deny such large scale absenteeism but merely "conceded she had not been very regular in her attendance at work but said she had gone in a lot more than was being alleged."*



<https://timesofmalta.com/articles/view/report-for-duty-or-you-are-out-opposition-mps-on-the-state-payroll-are.768121>

*I therefore kindly request that you investigate this abuse of power and illegal appropriation of the taxpayers' money and report accordingly.*

*Yours Sincerely*

*Marco Farrugia*

I have decided that this complaint merits investigation in terms of the Standards in Public Life Act (chapter 570 of the laws of Malta). I am accordingly considering it in the context of the following provisions of the Code of Ethics of Members of the House of Representatives, which is set out in the first schedule of the same Act:

*Art. 1. A member of the House of Representatives shall at all times, both inside and outside the House, conduct himself in a manner which reflects the status and dignity of the House of Representatives.*

*Art. 3. Without prejudice to the provisions of sub-article (2) of article 5 of this Schedule, a member of the House of Representatives may not receive any remuneration or compensation under whatever form for his work as a member of the House of Representatives, except for his official remuneration as a member.*

*Art. 4. While a member of the House of Representatives is in duty bound to relay the complaints of his constituents and to make representations in their name to Government authorities, the Member is expected not to use any improper influence, threats or undue pressure in the course of his duties.*

*Art. 5. Reference shall not be made in professional, occupational or business matters to membership of the House of Representatives which in any way can give undue advantage to a member.*

Although you are not mentioned in the Times article to which the complainant refers, I have extended my investigation to all Opposition MPs who are in regular employment with the government or public entities in terms of article 110 of the Constitution, including yourself. I have sought the views of the employers within the public administration that employ Opposition MPs with regards to their employment, attendance record and work performance.

My report on this case will focus on the practice rather than on individual MPs. However I shall be referring to individual cases to illustrate the practice that appears to be one of long-standing. I adopted a similar approach in my



investigation on the use of social media by ministers and parliamentary secretaries (case K/010). Nevertheless, to comply with the spirit of article 18(3) of the Standards in Public Life Act I am attaching the information I received from your employer.

Should you wish to present any reactions in connection with this case, please do so by not later than **Friday 2 October 2020**.

Yours sincerely,

[Signed]

Dr George Marius Hyzler  
Commissioner for Standards in Public Life

## DOCUMENT I

### **Text of email dated 29 September 2020 from the Hon. Dr Hermann Schiavone**

Dear Dr Hyzler,

Unfortunately I have to cancel this afternoon's appointment as I have been asked to attend a very important meeting which I cannot postpone.

In view that I cannot discuss my reaction to your letter in person I wish to point out that as you are aware I have never had any issues at work regarding my attendance and performance. Furthermore I wish to bring to your attention that on getting elected three years ago I asked both of my leaders not to assign me the shadowing of my Ministry's portfolio as I felt that that would be unethical.

While I have every interest that all MPs' work report be published, I strongly object to be singled out when referring to the current practice.

I expect that (at least in my case) your report will acknowledge that the accusations in my regard were completely false.

Best regards  
Dr Hermann Schiavone MP

## DOCUMENT J

### Text of email dated 29 September 2020 from the Hon. Ivan Bartolo

29 ta' Settembru, 2020

Għażiż Dr Hyzler/ Kummissarju,

Meta sirt Membru Parlamentari il-Head of Division kienet qaltli li minhabba l-impenn Parlamentari, mhijiex ser tagħtini klijenti minhabba li ma nkunx qed nattendu b' mod konsistenti għax-xogħol. Din il-prassi kienet ilha għaddejja, u filwaqt li jien dejjem offret id-disponibilità tiegħi, dejjem attendejt xogħol b'mod regolari u skond kemm ippermettewli l-obbligi ta' MP.

Ivan Bartolo MP

Dr George Hyzler

Kummissarju għall-Istandards fil-Ħajja Pubblika

Għażiż Dr Hyzler,

B'riferenza għall-ittra tiegħek datata 25 ta' Settembru, 2020 kif ukoll Tabella A datata 7 ta' Settembru, 2020 u ffirmata mis-Sur Noel Montebello, nixtieq inżid dan li ġej b'rabta mal-ħidma tiegħi bħala Principal fid-Direttorat għall-Ħarsien tal-Animali.

Attivitajiet organizzati mid-Direttorat

- Koordinatur ewlieni f'isem id-Direttorat għall-Ħarsien tal-Animali fl-organizzazzjoni tal-attività popolari Nazzjonali li ssir kull sena fix-xahar ta' Ottubru biex jiġi mfakkar f'pajjiżna l-Jum Dinji ddedikat għall-Ħarsien tal-Animali.
- Responsabbli mill-organizzazzjoni ta' żewġ konferenzi nazzjonali dwar il-ħarsien tal-animali, bl-aħħar waħda li se tkun qed issir b'mod virtwali fl-10 ta' Ottubru 2020 – konferenza li, bħala Principal iproponejt numru ta' ġimgħat ilu, u li issa qed naħdem kemm fuq il-kontenut kif ukoll il-loġistika tal-organizzazzjoni tagħha.
- Responsabbli mill-pjani ta' ħidma u implimentazzjoni marbuta ma' kampanji nazzjonali dwar edukazzjoni u informazzjoni fuq inizjattivi tad-Direttorat.

Parteċipazzjoni tad-Direttorat f'attivitajiet organizzati minn entitajiet diversi

- Responsabbli mill-parteċipazzjoni tad-Direttorat waqt aktivitajiet organizzati mill-Kunsilli Lokali u NGOs matul is-sena kollha.
- Responsabbli mill-parteċipazzjoni u l-preżenza fil-media (radju u televiżjoni) ta' uffiċjali fi ħdan id-Direttorat.

Ħidma fuq aktar għarfien marbut mal-ħarsien tal-animali

- Responsabbli mill-koordinazzjoni ta' sessjonijiet regolari fl-iskejjel kemm tal-istat, tal-knisja u anke privati u f'livelli primarji, sekondarji u anke post-sekondarji dwar il-ħarsien tal-animali bl-involvement ta' numru ta' NGOs li jaħdmu fil-qasam tal-ħarsien tal-animali.
- Responsabbli mill-koordinazzjoni ta' sessjonijiet għal matul ix-xhur tas-sajf biex dan is-servizz jiġi estiż u mwassal ukoll waqt Skolasajf fejn inżuru numru kbir ta' ċentri madwar Malta u Għawdex. (referenza mill-FES)
- Fl-aħħar snin ippjanajt u implimentajt diversi inizjattivi u kompetizzjonijiet fost l-istudenti b'rabta mal-ħarsien tal-animali. Fost dawn kien hemm "Selfie with my pet", kitbiet u tpingijiet.
- Responsabbli mill-koordinazzjoni ta' sessjonijiet ta' għarfien dwar il-ħarsien tal-animali waqt il-brejk li jkollhom l-istudenti fl-iskola Sekondarja ta' Ħad Dingli u fl-iskola Medja ta' Ħal Kirkop.

Użu ta' Fondi Ewropej

- Responsabbli mill-koordinazzjoni b'suċċess tal-applikazzjoni għall-fondi Ewropej li wasslet biex is-somma ta' €20,000 giet mgħoddija lid-Direttorat li ssarrfet f'ġimgħa taħriġ għall-ħaddiema kollha fi ħdan id-Direttorat. Bħala parti minn dan il-proġett ikkoordinajt dak kollu meħtieġ biex sar filmat awdjo viżiv li jintwera regolarment waqt aktivitajiet li jiġu organizzati fl-iskejjel.

Inizjattivi ta' outreach dwar il-ħidma tad-Direttorat

- Awtur ta' diversi kitbiet f'isem id-Direttorat għall-fuljett Nisġet Artna, pubblikazzjoni tal-Ministeru li toħroġ kull 3 xhur.
- Responsabbli mill-pubblikazzjoni li ħareġ id-Direttorat fl-aħħar ġimgħat bl-isem "Aħna t-tfal ħbieb tal-Annimali." (Kopja tal-faċċata meħuża) Din kienet inizjattiva li ġiet immedija fost it-tfal li ħadu sehem waqt Skolasajf 2019.

Xogħlijiet oħra

- Responsabbli mit-tnejn ta' rapporti varji hekk kif mitlub lili mid-Direttur tiegħi.

Minbarra dawn ir-responsabbiltajiet, nixtieq insemmi li matul is-7 snin li ilni naħdem f'dan id-Direttorat wettaqt il-ħidma tiegħi mhux biss waqt il-ġranet u l-ħinijiet normali tax-xogħol imma anke waqt numru ta' attivitajiet fi tmiem il-ġimgħa u ta' dan jien qatt ma tlabt ħlas. Barra minn hekk kull transport li kien meħtieġ u li kien marbut mal-ħidma tad-Direttorat dejjem għamiltu bil-karozza tiegħi u ta' dan jien qatt ma tlabt kumpens la għall-użu tal-vettura u lanqas għall-petrol.

Matul dawn is-7 snin jiena ħdimt ma' 3 ministri differenti, 2 Segretarji Permanenti kif ukoll kont taħt 3 Diretturi differenti u dejjem fhimt l-obbligi tiegħi bħala ħaddiem taċ-ċivil minkejja li jien Deputat Parlamentari. B'dan f'moħħi dejjem tajt dak kollu li naf u ta' dan is-superjuri tiegħi dejjem apprezzaw l-impenn u l-ħidma tiegħi u tawni ċertifikat għax-xogħol kollu li nwettaq u għal-lealtà tiegħi lejn l-uffiċċju li naħdem fih inkluż endorsement, li hu vera għall-qalbi, mill-Onor. Anton Refalo, il-Ministru attwali, li għamel fil-Parlament fl-24 ta' Marzu li għadda u li qiegħed nehmeż traskrizzjoni tiegħu.

Fl-aħħar nett nixtieq niringrazzja lilek Sur Kummissarju għall-Istandards fil-Ħajja Pubblika talli qed tieħu dan kollu miktub hawn in konsiderazzjoni.

Tislijiet



Robert Cutajar MP

Mehmużin:

- Traskrizzjoni ta' endorsement tal-Onor. Anton Refalo
- Żewġ stqarrijiet maħruġa mis-Segretarjat Parlamentari għall-Biedja, Sajd u Drittijiet tal-Annimali
- Ittra mill-Fondazzjoni għas-Servizzi Edukattivi
- Email mibgħuta mill-Kap tal-Iskola Medja ta' Ғal Kirkop
- Il-faċċata tal-pubblikazzjoni "Aħna t-tfal ħbieb tal-annimali"

**ONOR. ROBERT CUTAJAR:** Galadarba l-Ministru huwa responsabbli mill-ħarsien tal-annimali, jista' jgħidilna jekk hemmx il-biżgħa tat-tixrid tal-Coronavirus mill-annimali domestiċi peress li persentaġġ qawwi tal-familji Maltin għandhom annimali domestiċi? Qed nistaqsi dan għaliex f'dawn l-aħħar ġranet kien hemm diversi nies li staqsew dwar dan anke fuq il-midja soċjali.

**L-ISPEAKER:** Il-Ministru.

**ONOR. ANTON REFALO:** Sur President, niringrazzja lill-Onor. Cutajar li miegħu qegħdin naħdmu id f'id fil-ħarsien u l-kura tal-annimali. Naħseb li l-impenn tiegħu f'dan il-qasam huwa imprezzabbli. Fl-opinjoni tiegħi, hekk għandha ssir il-politika, billi naħdmu flimkien għax nemmnu li hemm bżonn li l-annimali jiġu mħarsa. Rigward it-tixrid tal-*virus*, jien ġejt assigurat li dan qatt ma jista' jiġi trasmess mill-animall għall-bniedem u għalhekk naħseb li m'hemm biżgħa ta' xejn. Nerga' ngħid li huwa importanti li meta mmissu xi animal, naħslu jdejna u nieħdu l-miżuri neċessarji tal-iġene.

PR152449

04/11/2015

**STQARRIJA MAHRUĠA MIS-SEGRETARJAT PARLAMENTARI GĦALL-BIEDJA, SAJD U DRITTIJET TAL-ANNIMALI: Tahriġ speċjalizzat lill-uffiċċjali tal-Animal Welfare**

Esperti barranin se jiġu Malta biex jgħinu f'tahriġ speċjalizzat lill-haddiema u uffiċċjali tad-Dipartiment għall-Harsien tal-Annimali. Dan it-tahriġ se jinghata bhala parti minn proġett iffinanzjat minn fondi Ewropej taħt il-Fond Soċjali Ewropew, bl-isem ta' 'Training and Development for the Animal Welfare Directorate'.

It-tahriġ se jiġi estiż ukoll għal entitajiet li jassistu lid-dipartiment f'operazzjonijiet ta' salvataġġ, fosthom il-Protezzjoni Ċivili u membri tal-ALE fi hdan il-korp tal-Pulizija.

Is-Segretarju Parlamentari għall-Biedja, Sajd u Drittijiet tal-Annimali Roderick Galdes qal li jifhem l-importanza li wieħed jinvesti fir-riżors uman u b'hekk hu fiduċjuż li permezz ta' dan it-tahriġ lill-uffiċċjali tal-Animal Welfare, ha jkompli jitjieb l-operat tad-direttorat tal-harsien tal-annimali.

Wara hames t'ijiem ta' tahriġ, il-proġett se jiġi fi tmiemu b'konferenza nazzjonali dwar il-harsien tal-annimali f'pajjiżna, li għaliha se jkunu mistiednin l-għaqdiet mhux governattivi li jaħdmu f'dan is-settur.

Il-proġett jinkludi wkoll kampanja ta' informazzjoni fuq skala nazzjonali biex jiżdied l-għarfien dwar id-drittijiet tal-annimali, u se tkun mifruxa fi skejjet u kunsilli lokali f'Malta u Għavdex. Il-valur tal-proġett iffinanzjat mill-fondi Ewropej ilahhaq it-€22,000.

Matul din is-sena, id-direttorat diġà rċieva madwar 5,000 talba għall-għajnuna mill-ambulanza tal-emergenza, filwaqt li twestqu madwar 1,000 spezzjoni fuq allegati każi ta' mohqrija.



DIPARTIMENT TAL-INFORMAZZJONI  
DEPARTMENT OF INFORMATION  
MALTA

## Press Release

PR 152762

05.12.2015

### STOARRIJA MIS-SEGRETARJAT PARLAMENTARI GHALL-BIEDJA, SAJD U DRITTIJJIET TAL-ANNIMALI

#### *Tintemm l-ewwel konferenza nazzjonali dwar l-Animal Welfare*

Illum saret l-ewwel konferenza nazzjonali dwar il-harsien t'annimali li qed iġġib flimkien l-istakeholders kollha f'dan is-settur, fosthom haddiema tal-Animal Welfare, tal-Pulizija u l-Protezzjoni Civili, NGOs u studenti tal-MCAST fost l-oħrajn.

Din il-konferenza qed tiġi fl-gheluq ta' ġimgħa ta' taħriġ speċjalizzat lill-uffiċjali konċernati. Dan kien jinkludi taħriġ dwar *handling* ta' annimali perikolużi u rettili, *handling* ta' annimali taħt stress, l-ewwel għajna u after-care, u użu ta' iġhammir apposta u iġjene fost suġġetti oħra. Għal dan il-ghan ingiebu zewġ esperti mir-Renju Unit.

Fid-diskors tal-ftuh ta' din il-konferenza, is-Segretarju Parlamentari għall-Biedja, Sajd u Drittijiet tal-Annimali Roderick Galdes eferka l-importanza ta' aktar taħriġ lill-uffiċjali tal-harsien tal-annimali, li jiltaqgħu ma' diversi sitwazzjonijiet diffiċli ta' kuljum.

Is-Segretarju Parlamentari Roderick Galdes zied iġhid li permezz ta' dan il-proġett (valur ta' €22,000 minn fondi Ewropej), se tiġi mnedija kampanja ta' informazzjoni fuq skala Nazzjonali fl-iskejjel u l-Kunsilli Lokali.

---

**From:** Charmaine Pisani Grixti <charmaine.pisani.grixti@ilearn.edu.mt>  
**Sent:** 12 February 2020 20:39:29  
**To:** Cutajar Robert at MESDC-AWPSD  
**Subject:** [EXTERNAL] - Re: Aggomament

Ghaziz Sur Cutajar

Il-programm sejjer tajjeb hafna u l-istudenti qed juru interess kbir. Ghal kull laqgħa qed ikun hemm numru kbir ta' student u għali jkollna nħallu xi student barra għax il-kamra ma tkunx tesa aktar nies.

Fil-laqgħa tal-lum dwar l-għasafar interessaw ruħhom ferm u staqsew għadd kbir ta' mistoqsijiet.

Il-laqgħa bil-fniek tal-Malta Rabbit Club ukoll kienet success kbir u għidiet hafna interess kif ukoll meta gie service dog il-gimgha li għaddiet.

Jiddispijaci li mhux kull gimgha jirnexxeli nattendu għas-sessjoni għax ninqabad b'xi laqgħa jew xi xogħol iehor imma dejjem nitlob feedback mingħand l-għalliema u nassigurak li dejjem ikun pozittiv hafna.

Grazzi hafna tal-opportunita li qed tagħtu lil-istudenti tagħna. Napprezzaw hafna.

Tislijiet

Charmaine Pisani Grixti  
Head of School  
St. Benedict College  
Middle School  
Kirkop

# A#NA T-TFAL

## #BIEB TAL-ANNIMALI



30<sup>th</sup> September 2020

To whom it may concern:

Mr Robert Cutajar has been collaborating with the Foundation for Educational Services, in his capacity as a Principal at the Animal Welfare and Promotion Services Directorate, since 2015. His input has been instrumental in raising awareness about animal welfare with children attending Skolasajf.

Skolasajf is a national service that caters for an average of 10,000 children annually, over an 8 to 10 week period. Mr Cutajar coordinates a number of initiatives to make the animal welfare summer project an effective educational campaign for the children. The activities include the coordination of visits by Animal Welfare personnel to deliver presentations in over 20 Skolasajf centres; the distribution of promotional and educational material in the Skolasajf centres; and the management and follow-up of the Skolasajf Animal Welfare Competitions. In 2019, Mr Cutajar also took the initiative of organising a creative writing campaign related to animal welfare where children were asked to write a poem about their favourite animal. This initiative resulted in the publication of a book with selected works and drawings, which were distributed in the Skolasajf centres.

Mr Cutajar's sterling contribution to the Skolasajf project, as a representative of the Animal Welfare and Promotion Services Directorate, has always been a great input to the overall success of the programme.



Therese Ellul  
Manager, PDDI

+356 2258 6810

fes@gov.mt

Foundation for Educational Services,  
PO Box 1,  
Rabat  
Malta

[www.fes.gov.mt](http://www.fes.gov.mt)

## DOCUMENT L

### Text of email dated 30 September 2020 from the Hon. Kristy Debono

Dear Dr Hyzler,

Further to our meeting held at your office, I would like to formally clarify the following points to avoid any misinterpretations:

1. With reference to Q9 sent to my employer by your office quoting, "Has the MP requested or been granted time off work to carry out parliamentary duties?", to which the reply was "Yes during election period"; I would like to make it clear that I had requested and been granted unpaid leave during the electoral campaign and hence it was not time off with pay.
2. With reference to Q13 quoting, "Have there been any instances where your organisation requested an explanation from the MP in question as to any reduction in quality or work or attendance at his/her place of employment?" to which the reply was and I quote, "In January 2020, a clarification email was sent to the MP" to which "matter was resolved"; I would like to clarify that request for meeting from employer was due to his goodself receiving new instructions due to change in Ministers and not to myself lacking in my attendance or performance.

Thanking you in advance for your attention,  
Kristy Debono MP

## DOCUMENT M

### Text of email dated 2 October 2020 from the Hon. Ryan Callus

Mr Polidano,

I have taken note of the report provided by my employer and have no adverse comments to make. I would like to point out however, that it is very difficult to adhere to the 40 hour weekly given the hectic and diverse nature of the duties associated with the role of Member of Parliament. To this effect, I feel that the issue of providing MPs with the possibility of being full time should be discussed at the earliest, taking into consideration the majority of existing Parliamentary models in place in numerous countries.

Best regards,

Ryan Callus MP