

POST OF PHYSICAL EDUCATION (PE) TEACHER  
TO TEACH WITHIN THE FOUR  
PRIMARY CHURCH SCHOOLS IN GOZO

1. All Gozo Church Primary Schools adhere to S.L. 327.546 (Recruitment, Initial Training and Continuous Professional Development of Personnel and Protection of Minors in Compulsory Education Regulations 2016) in its recruitment process. It also adheres to the Maltese Ecclesiastical Province *Statement of Policy and Procedures in Cases of Sexual Abuse (2014)*.

*Nomenclatures denoting the male gender include also the female gender*

**Preamble**

2. The four Primary Church Schools in Gozo are run by different congregations as well as the Diocese of Gozo. Together they offer quality education strengthened by a strong Catholic ethos. Although distinct and autonomous, they strive to collaborate in providing a strong Catholic formation based on the Gospels, as well as ensuring the highest level of educational attainment for all students.
3. Applications are being received for the post of Subject Teacher (Physical Education). The successful applicant will be expected to operate on rotation amongst all schools, to ensure equitable distribution of services.
4. A selected candidate may be required to undergo any special training as deemed necessary.

**Terms and Conditions**

5. The appointment, which is subject to a probationary period of one (1) year, is on a full-time indefinite basis and is subject to the rules and regulations governing from time to time the staff in Church Schools in general and the individual primary schools in particular, including deployment according to the exigencies of said schools. Chosen applicants, engaged after by 1st September 2019 and who have not successfully completed the course mentioned in paragraphs 4.2 (iv) and (v) by 30th September 2019, will have their probation extended accordingly.
6. The salary for the post of Teacher is pegged to salary scale 9, which in 2019, is €21,252.00 per annum, rising by annual increments of €447.33 up to a maximum of €23,936.00. This salary is supplemented by a Class Allowance of €1,528 per annum together with a Works Resources Fund of €423 per annum as stipulated in the agreement between the Secretariat for Catholic Education and the Malta Union of Teachers dated 7th August 2018.
7. A Teacher will progress to Salary Scale 8 (€22,645.00 x €486.83 - €25,566.00) on completion of eight (8) years satisfactory service in the grade and to Salary Scale 7 (€24,153.00 x €531.17 - €27,340.00) on completion of a

further eight (8) years satisfactory service in Salary Scale 8.

8. Progression of a Teacher to the next salary scale may be accelerated from eight (8) years to (6) six years, if a teacher cumulates an aggregate of 360 hours of recognised self-sought Continuous Professional Development (CPD) time over six (6) years (through the applicable scheme issued by the management). Provided that if such self-sought CPD is compensated through accelerated progression, any qualification arising from such hours may not be further compensated through any other form of qualification allowance.
9. A selected candidate who is not in possession of a Teacher's Warrant (Permanent), shall be eligible to obtain a Teacher's Warrant (Permanent) to practise the profession within two years of his/her appointment as Teacher, in terms of article 24 (2) of the Education Act. Employment beyond this period shall be subject to a possession of such a warrant in accordance with article 24 (1) of the same Act.
10. The appointment of a selected candidate is subject to the employee being awarded a Teacher's Warrant (Permanent) within twenty-eight (28) months from the actual date of employment. Failure to obtain the Teacher's Warrant (Permanent) will ipso facto mean revocation of appointment as per Regulation No. 23 of the Public Service Commission Regulations (S.L. Const. 01).
11. A selected candidate will be required to complete a two-year induction process successfully. The granting of the confirmation of appointment, usually after one year, and/or the awarding of a Teacher's Warrant (Permanent) in accordance with article 24 or 41 of the Education Act, do not exempt a selected candidate from completing successfully the induction training.
12. It is the responsibility of a teacher to take charge of providing appropriate relevant, stimulating and engaging learning experiences for all students under his/her responsibility, nurturing wellbeing through sustainable individual as well as collective spiritual, emotional, cognitive and physical growth. The teacher is expected to collaborate with other educators, who may be supporting this endeavour within or beyond the classroom, under the leadership of the respective school's Senior Management Team, also by engaging in the development of a Community of Professional Educators, including through School Development Planning. In pursuing this, the Teacher is to:
  - i. Keep abreast of developments in education, particularly in relation to the respective Cycle and/or area, including but not limited to curriculum, pedagogy, assessment, recording and reporting of learning, content and diverse learner development;
  - ii. Create optimal conditions which facilitate a learner's holistic development according to guidelines provided by the national and local designated authorities as well as respective School Development Plan;
  - iii. Plan, create, and evaluate stimulating, enjoyable and positive learning experiences, including through lesson preparation and delivery, development and administration of varied modalities of assessment for and of learning, as well as give feedback also through recording and reporting of learning;
  - iv. Address diversity by creating opportunities for **ALL** learners to reach their potential without either formally or informally erecting barriers

- v. or lowering expectations;
  - v. Contribute towards the incremental attainment of the expected outcomes at subject, learning area, and cross-curricular theme level by all students entrusted under his/her care raising the bar of achievement for every individual and narrowing the attainment gaps that may exist in the process facilitating the fulfilment of each learner's potential;
  - vi. Teach and educate students according to guidelines provided by the National Curriculum Framework in collaboration with competent professionals;
  - vii. Teach and educate students according to the educational needs, abilities and attainment potential of individual students entrusted to him/her;
  - viii. Respect and Uphold the particular ethos of each respective school;
13. The selected candidate is expected to carry out his/her duties in utmost good faith, with due diligence and to the best of his/her abilities and s/he shall act in all respects according to the instructions and/or directives given to him/her by the respective head of school.
  14. The selected candidate is required to follow professional development courses including an induction course as appropriate to his/her role and functions, and Management driven training programmes, as directed by the respective Heads of School. This Management driven training programme (or in-service induction) will not be considered as part of the self-sought Community of Professional Educators (CoPE) mentioned above.
  15. The selected candidate shall adopt and work towards the implementation of the school development plan of the particular school or schools s/he is giving service in.

### **Eligibility Requirements**

16. By the closing date and time of this call for applications, applicants must be:
  - (i) (a) citizens of Malta; OR
    - (b) citizens of other Member States of the European Union who are entitled to equal treatment to Maltese citizens in matters of employment by virtue of EU legislation and treaty provisions dealing with the free movement of workers; OR
    - (c) citizens of any other country who are entitled to equal treatment to Maltese citizens in matters related to employment by virtue of the application to that country of EU legislation and treaty provisions dealing with the free movement of workers; OR
    - (d) any other persons who are entitled to equal treatment to Maltese citizens in matters related to employment in terms of the law or the above-mentioned EU legislation and treaty provisions, on account of their family relationship with persons mentioned in paragraph (a), (b) or (c); OR

(e) third country nationals who have been granted long-term resident status in Malta under regulation 4 of the “Status of Long-Term Residents (Third Country Nationals) Regulations, 2006” or who have been granted a residence permit under regulation 18(3) thereof, together with family members of such third country nationals who have been granted a residence permit under the “Family Reunification Regulations, 2007”. The advice of the Citizenship and Expatriates Department should be sought as necessary in the interpretation of the above provisions. The appointment of candidates referred to at (b), (c), (d) and (e) above would necessitate the issue of an employment license in so far as this is required by the Immigration Act and subsidiary legislation. Jobsplus should be consulted as necessary on this issue.

- (ii) proficient in both the Maltese and English Languages;
- (iii) in possession of a Teacher’s Warrant (Permanent) issued by the Council for the Teaching Profession (CTP) under article 24(2) of the Education Act; However, candidates not in possession of a Teacher’s Warrant issued by the CTP (Permanent) but who will eventually qualify for one in accordance with article 24(2) of the Education Act may also apply, provided that, when successful candidates are offered employment, they will have submitted an application for a Temporary Teacher's Warrant. Their appointment as Teacher is conditioned to their being awarded a Teacher's Warrant (Permanent/Temporary) in accordance with the relevant articles of the same Act.

17. Apart from satisfying the eligibility requirements above, applicants must further satisfy one of the following:

- (i) be in possession of a Teacher’s Warrant (Permanent) plus a recognised pedagogical course at MQF Level 6 (subject to a minimum of 60 ECTS/ECVET credits or equivalent with regards to programmes starting from 2008) and have accrued not less than fifteen (15) years teaching experience, teaching the subject/area/cycle applied for in a licensed school; OR
- (ii) have a Teacher’s Certificate or have successfully completed the Graduate Teacher’s Course, both at MQF Level 6, organised by the Education Division with the subject applied for taken as the main subject in the Teacher’s Training Course; OR
- (iii) have a recognised Teacher’s qualification (Certificate in Education) awarded by the Colleges of Education, Mater Admirabilis College, or St Michael’s, together an Advanced Level at MQF Level 4, (minimum Grade C) in the subject/area applied for; OR
- (iv) have a recognised teaching qualification at MQF Level 6, which includes the subject/area applied for as a main area of study; OR
- (v) have a recognised qualification at MQF Level 6, subject to a minimum of 180 ECTS/ECVET credits or equivalent, with regards to programmes starting from 2003) which includes the subject applied for as a main area of study, and a qualification in Pedagogy at MQF level 6 in the subject/area applied for. Provided, that, where the University of Malta did not run a Bachelor of Education or a Post-Graduate Certificate in Education (PGCE) course before 2016 in that particular subject in the last three (3) years before the issue of this call, any recognised teaching qualification in Education at MQF Level 6, or any recognised qualification in Pedagogy with any subject specialisation will qualify an applicant who also has a

recognised qualification at MQF Level 6 in which the subject applied for is a main area of study at MQF Level 6, with a minimum of 180 ECTS/ECVET credits, or equivalent; OR

- (vi) have a recognised Master's in Teaching and Learning at MQF Level 7 in the subject/area/cycle applied for as a main area of study; OR
- (vii) have a recognised teaching qualification at MQF Level 6 in the subject/s taught at the secondary cycle, plus an adaptation course recognised by the Education Authorities and four (4) scholastic years full-time teaching experience in the primary cycle in a licensed school offering compulsory education. Applicants who have the requirements stipulated in this paragraph but do not have this adaptation course will still be eligible to apply on condition that, if successful, the applicant will be required to follow this course when requested by the Education Authorities; OR
- (viii) have a recognised (Masters) qualification at MQF Level 7 in the subject applied for, with a minimum of 60 ECTS/ECVET credits or equivalent, after having completed a recognised qualification at MQF Level 6 with a minimum of 180 ECTS/ECVET credits, or equivalent together with a recognised qualification in pedagogy at MQF Level 6 having a minimum of 60 ECTS/ECVET credits or equivalent in accordance with article 24 (2) (d) (iii) of the Education Act; OR
- (ix) qualified for a recognised (Masters) qualification as a mature student at MQF Level 7 with a minimum of 60 ECTS/ECVET credits or equivalent in the subject applied for, after having completed a recognised qualification at MQF Level 6 with a minimum of 180 ECTS/ECVET credits, or equivalent together with a recognised qualification in pedagogy having a minimum of 60 ECTS/ECVET credits or equivalent in accordance with article 24 (2) (d) (iii) of the Education Act.
- (x) Applicants who have registered for, and subsequently awarded, a recognised (Masters) qualification at MQF Level 7 with a minimum of 60 ECTS/ECVET credits or equivalent in the subject applied for, before 29th July 2008, after having completed a recognised qualification at MQF Level 6, are exempted from producing a recognised qualification in pedagogy at MQF level 6, in accordance with article 24 (2) (d) (iii) of the Education Act, on condition that they are eligible or in possession of a Teacher's Warrant (Permanent).