

The Malta Education proposal

Survey results

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for the Malta Union of Teachers

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Section 1

Scope

Scope

Recently, the Malta Union of Teachers announced its proposal for the transformation of the State educational system entitled Malta Education. This proposal is being presented to generate nation-wide discussion so that MUT can evaluate whether it shall proceed with its submission to the Ministry of Education or otherwise.

Throughout this study we analysed questions such as:

1. “Do you agree about the principles underlying the proposal Malta Education?”
2. “Do you agree that MUT should present the proposal to the Ministry for Education for discussion?”

Section 2

Methodology

Methodology

- The survey was carried out online. Educators (Learning Support Educators (LSEs), Kindergarten Educators (KGEs), Teachers, Head of Departments (HoDs), Assistant Heads (AHs), Heads of Schools (HoSs) and Education Officers (EOs)) were approached several times through e-mail by inviting them to participate in this research study.
- Since a very small number of public sector employees (<3%) replied to this questionnaire, these were excluded to ensure utmost reliability of results. Furthermore, this proposal is not directly related to public sector employees.
- A sample size of 345 individuals was collected amongst the educators who are members of the Malta Union of Teachers (MUT);
- Level of confidence: 95%;
- Confidence interval: +/- 5.1%;
- The data was collected between the 31st October and the 18th November 2019.

Methodology

- Before replying to the questions, respondents were given some information which they were requested to read before starting to reply to the questions, ***“It is important to read the text provided in the survey before answering the questions.”***
- In fact, they were provided with information regarding the ‘Malta Education proposal’:

The Malta Union of Teachers announced its proposal for the transformation of the State educational system entitled Malta Education. This proposal is being presented to generate nation-wide discussion so that MUT can evaluate whether it shall proceed with its submission to the Ministry of Education or otherwise. Malta Education is a proposal which is still at discussion stage and is based on models which are already established both locally and abroad.

Methodology

The current educational system in Malta is divided as follows:

Public Service

- 1. Primary (including kindergarten); Secondary (including Higher, Gozo Sixth Form, etc);*
- 2. The salary is tied to the 20-point salary scales of the Public Service. Only allowances and conditions of work are negotiated with MUT within the parameters of other Public Service employees.*

Public Sector

- 1. University of Malta (Junior College); MCAST and ITS;*
- 2. The salary, allowances and conditions of work are negotiated with MUT and are not tied to Public Service.*

Methodology

MUT is seeing Malta Education as the setup to achieve better financial and working conditions for all educators without the current constraints associated with the Public Service. It implies the shift from the current Public Service Department to a Public Sector entity responsible for Primary and Secondary education.

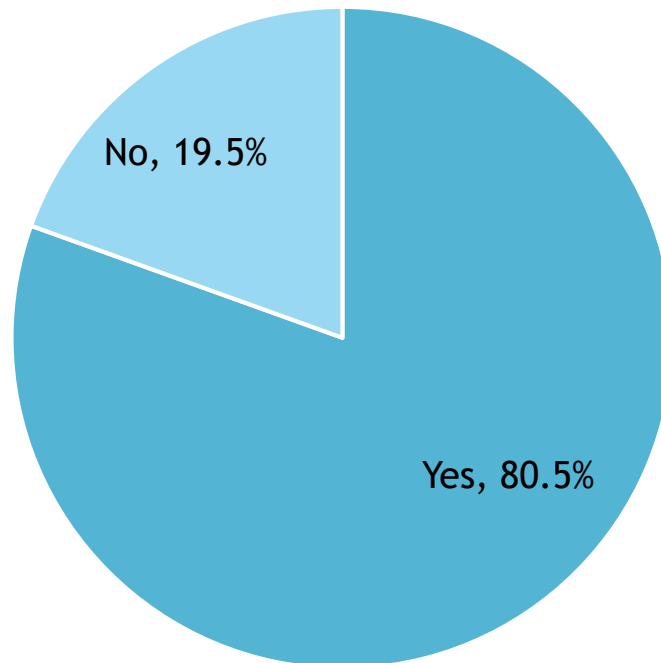
Such shifts have already been carried out at the University of Malta, MCAST and ITS. The shift does not lead to any loss of employment and employees may choose whether to be “attached” with the entity. “Attached” means that employees keep their employment, salary and conditions of the Public Service. Employees may also choose employment with the Public Sector entity having the corresponding salary and condition.

Section 3

3.1 Results - Do you agree with the principles underlying the proposal Malta Education?

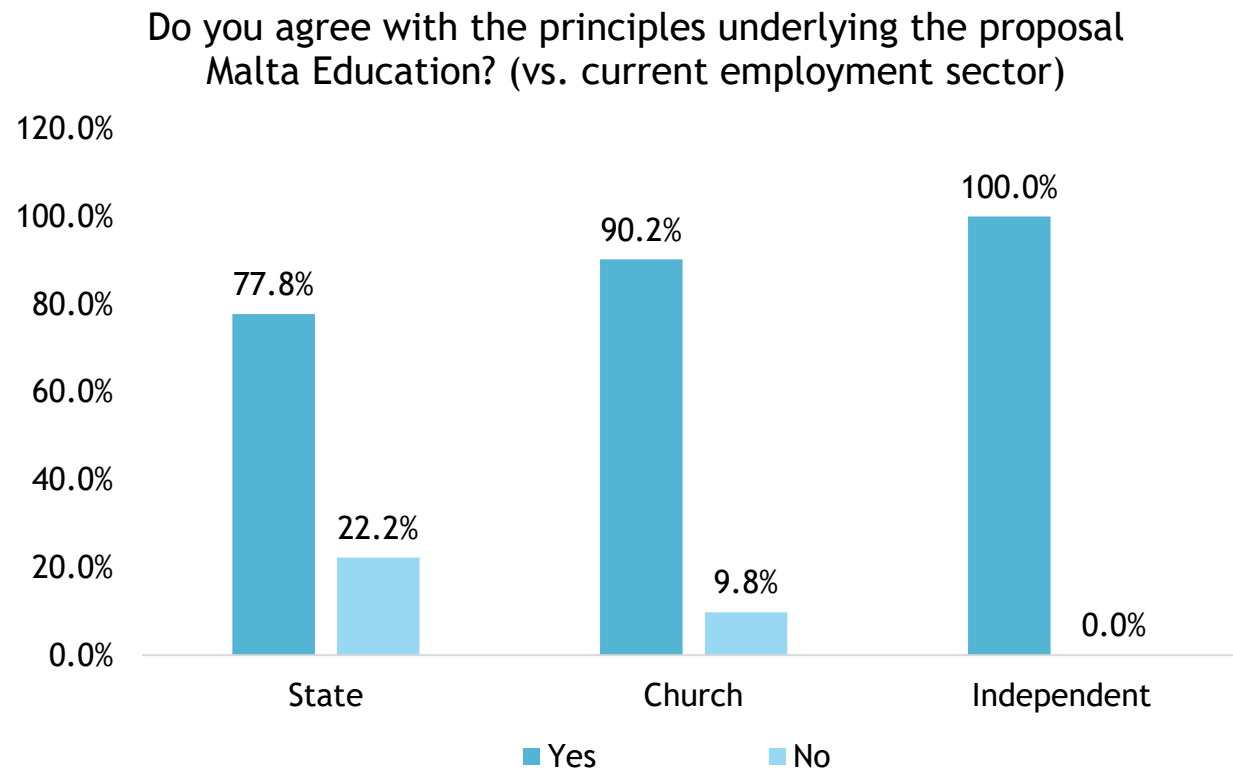
3.1 Results - Do you agree with the principles underlying the proposal Malta Education?

- 4 in every 5 respondents (80.5%) confirmed that they are in agreement with the information provided about the principles underlying the proposal 'Malta Education'.



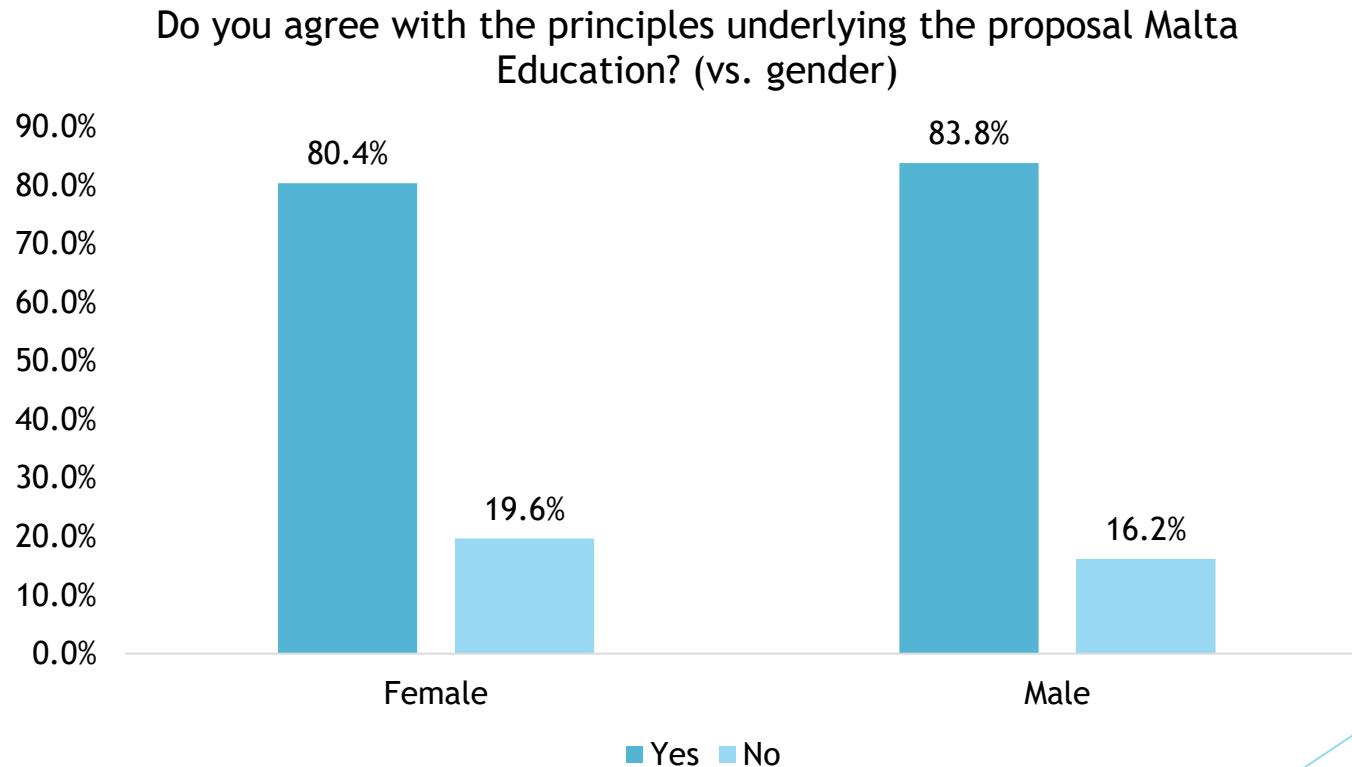
3.1 Results - Do you agree with the principles underlying the proposal Malta Education?

- Employees working within the 'Independent' (100%) and 'Church' (90.2%) schools are more in agreement with the above proposal when compared with 'State' school employees (77.8%).



3.1 Results - Do you agree with the principles underlying the proposal Malta Education?

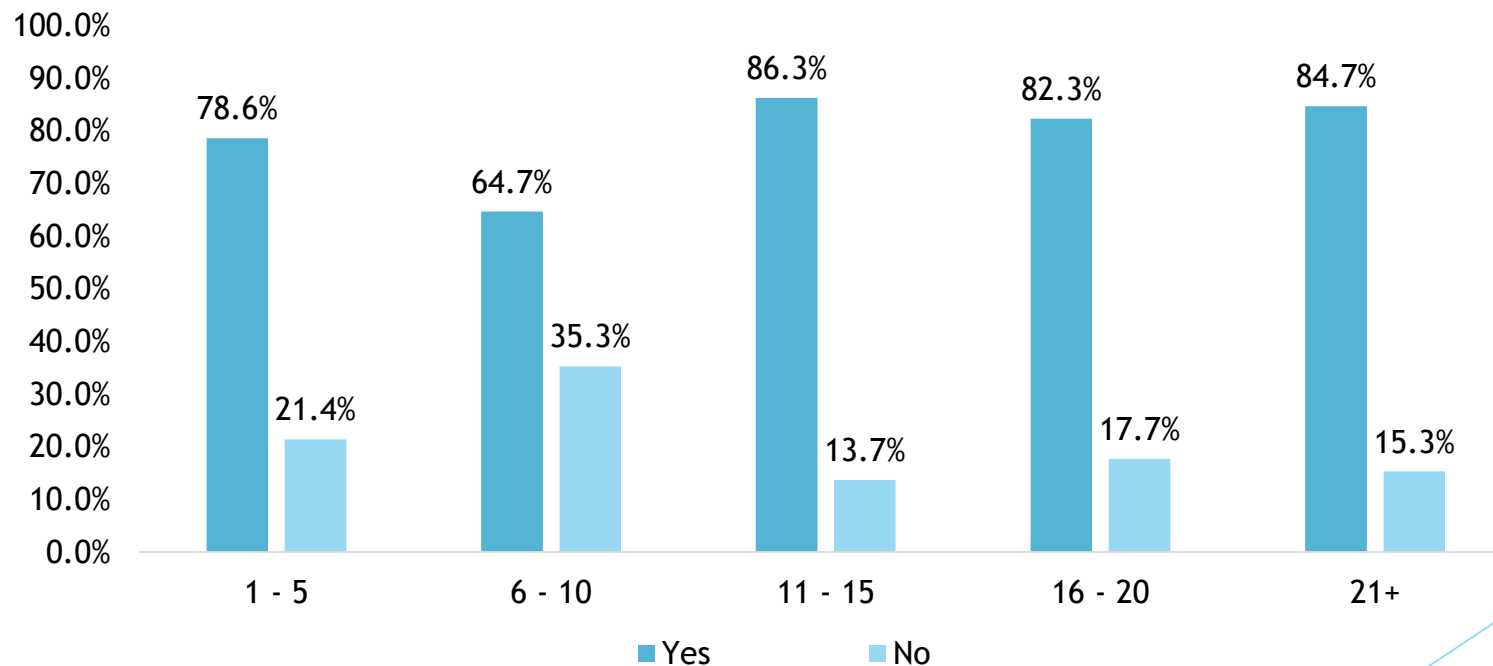
- There is no particular noticeable difference between males and females with regards to the above proposal. However, males tend to be slightly more in favour than females (83.8% vs. 80.4%).



3.1 Results - Do you agree with the principles underlying the proposal Malta Education?

- Those with a higher number of years of experience in the education sector tend to agree more with the above proposal when compared with those having a lower number of years of experience.

Do you agree with the principles underlying the proposal Malta Education? (vs. years of experience in the education sector)

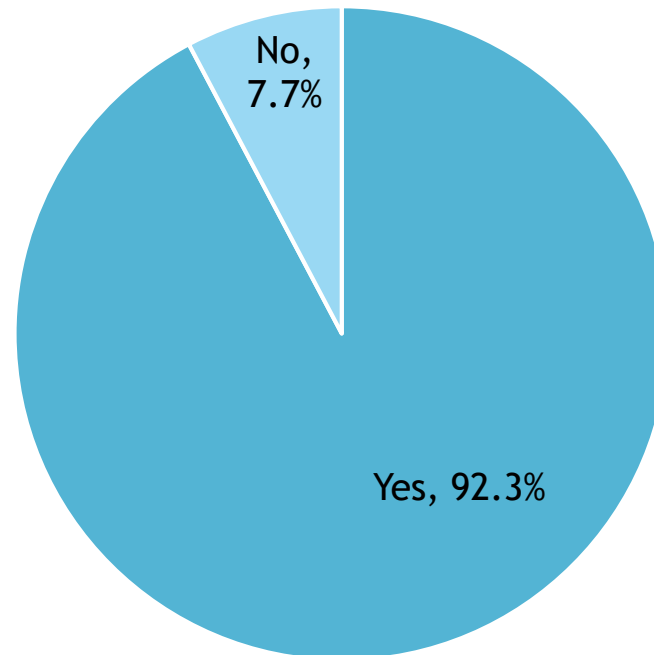


Section 3

3.2 Results - Salaries, allowances and conditions of work

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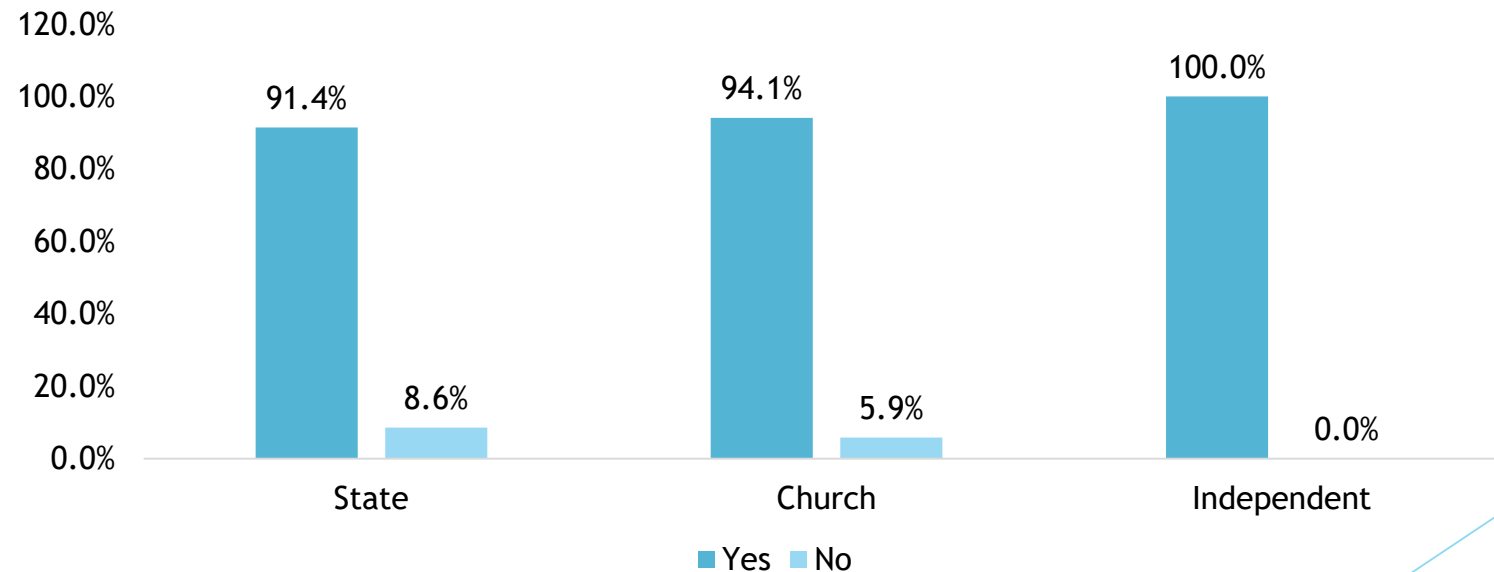
- Respondents were asked, “Do you agree that educators in the primary and secondary schools should have salaries, allowances and conditions of work comparable to educators in post-secondary institutions (such as Junior College - UOM, MCAST and ITS) based on qualifications and experience?” 92.3% are in agreement with the latter questions.



3.2 Results - Salaries, allowances and conditions of work

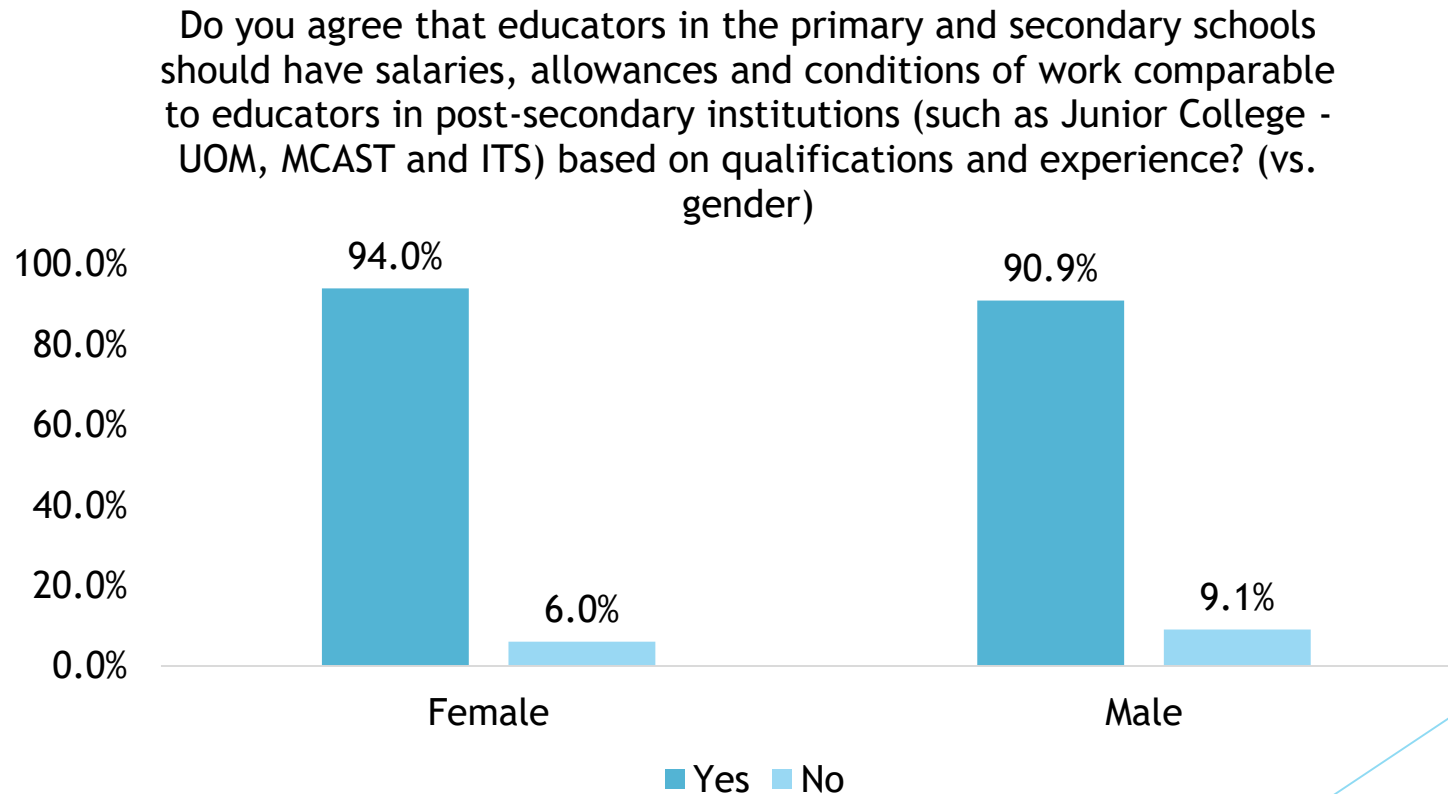
- Employees working within the 'Independent' (100%) and 'Church' (94.1%) schools are more in agreement with the below statement when compared with 'State' school employees (91.4%).

Do you agree that educators in the primary and secondary schools should have salaries, allowances and conditions of work comparable to educators in post-secondary institutions (such as Junior College - UOM, MCAST and ITS) based on qualifications and experience? (vs. current employment sector)



3.2 Results - Salaries, allowances and conditions of work

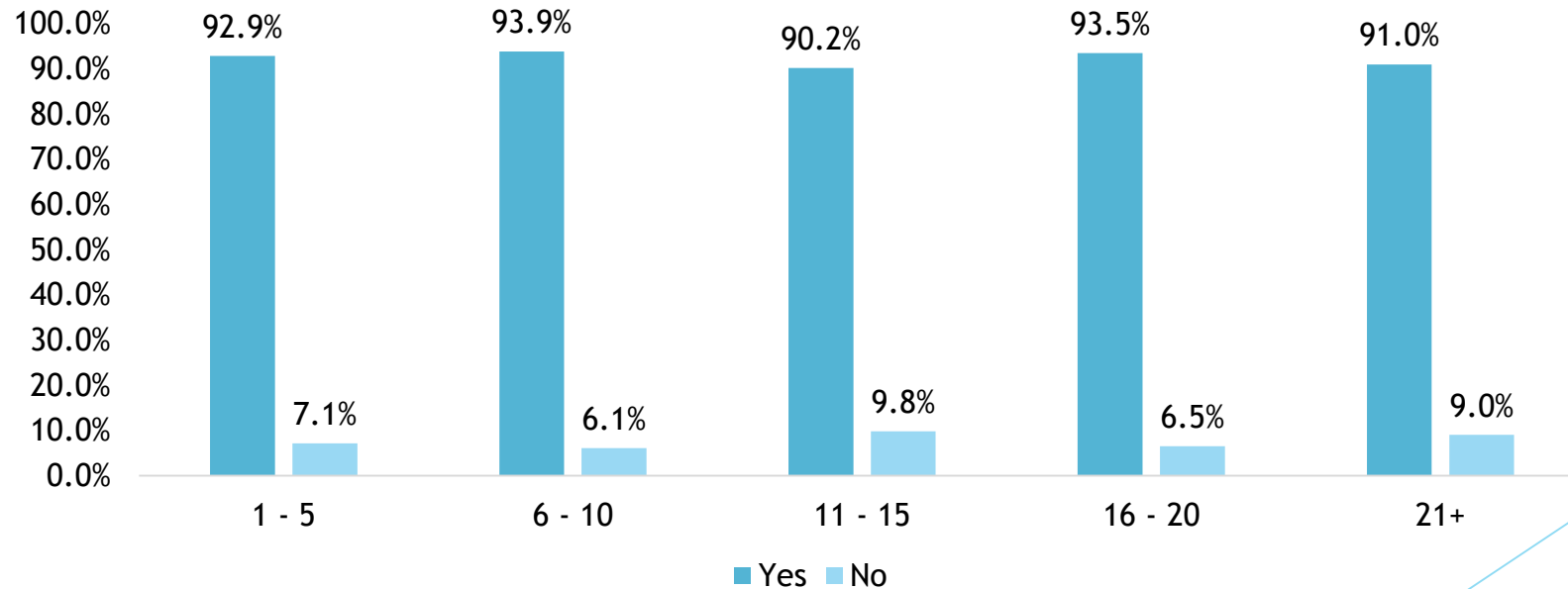
- There is no particular noticeable difference between males and females with regards to the below statement. However, females tend to be slightly more in favour than males (94.0% vs. 90.9%).



3.2 Results - Salaries, allowances and conditions of work

- There is no particular noticeable difference between employees having different number of years of experience.

Do you agree that educators in the primary and secondary schools should have salaries, allowances and conditions of work comparable to educators in post-secondary institutions (such as Junior College - UOM, MCAST and ITS) based on qualifications and experience? (vs. years of experience in the education sector)



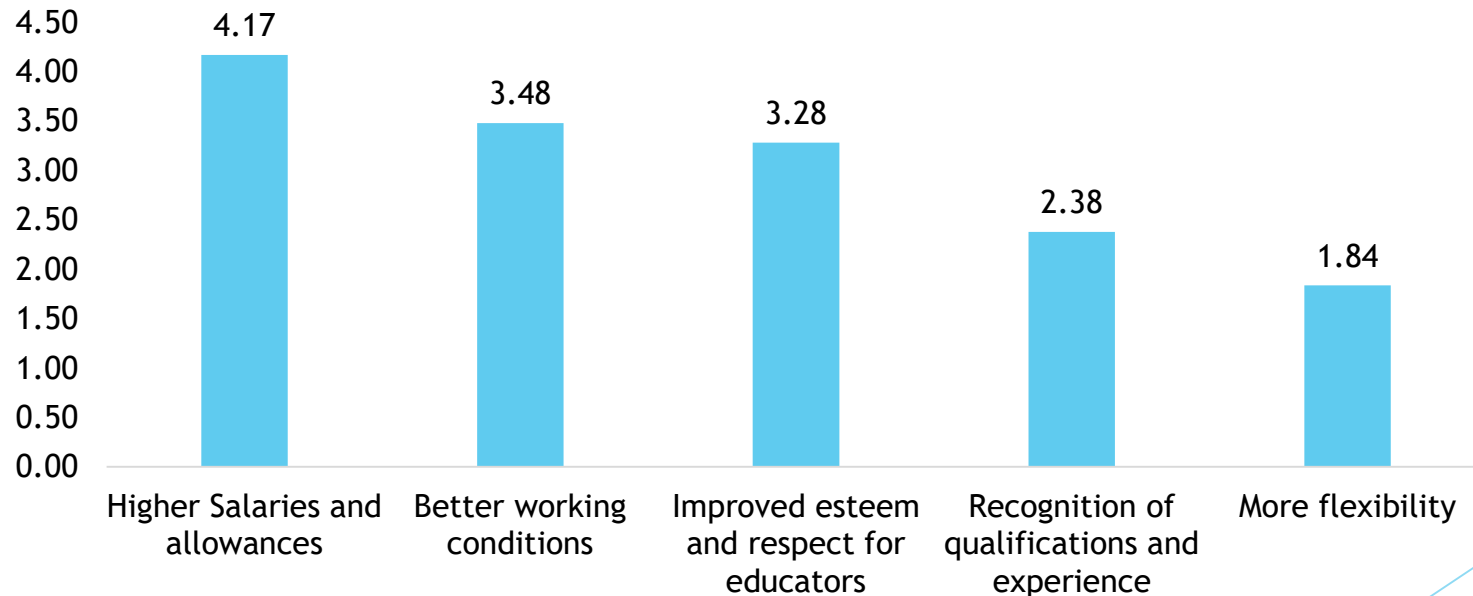
Section 3

3.3 Results - Conditions of work

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- Respondents were asked to rank a number of working conditions based on their level of importance (1 being the least important and 5 the most important)*. According to the respondents, the most important change that 'Malta Education' should bring is 'Higher Salaries and allowances' followed by 'Better working conditions', 'Improved esteem and respect for educators', 'Recognition of qualifications and experience' and 'More flexibility'.

Please rank the following according to the level of importance (1 is the least important, 5 the most important). Malta Education should bring about:



3.3 Results - Conditions of work

- When comparing the above five conditions of work against the sector that the employees are working in, their gender and their years of experience, results for the different groups are consistent.

Sector of Employment	Higher Salaries and allowances	Better working conditions	Improved esteem and respect for educators	Recognition of qualifications and experience	More flexibility
Church	4.24	3.18	3.32	2.65	1.75
Independent	4.44	3.5	3.30	2.73	1.25
State	4.14	3.53	3.27	2.31	1.87

Gender	Higher Salaries and allowances	Better working conditions	Improved esteem and respect for educators	Recognition of qualifications and experience	More flexibility
Female	4.21	3.43	3.30	2.36	1.85
Male	4.11	3.59	3.23	2.38	1.81

Years of Experience	Higher Salaries and allowances	Better working conditions	Improved esteem and respect for educators	Recognition of qualifications and experience	More flexibility
1 - 5	4.52	3.44	3.29	2.07	1.81
6 - 10	4.06	3.80	3.47	2.00	1.86
11 - 15	4.23	3.35	3.19	2.61	1.75
16 - 20	4.31	3.33	3.4	2.39	1.62
21+	4.04	3.47	3.12	2.53	2.04

* Reverse scoring was applied to make results more understandable

Section 3

3.4 Results - Solving problems

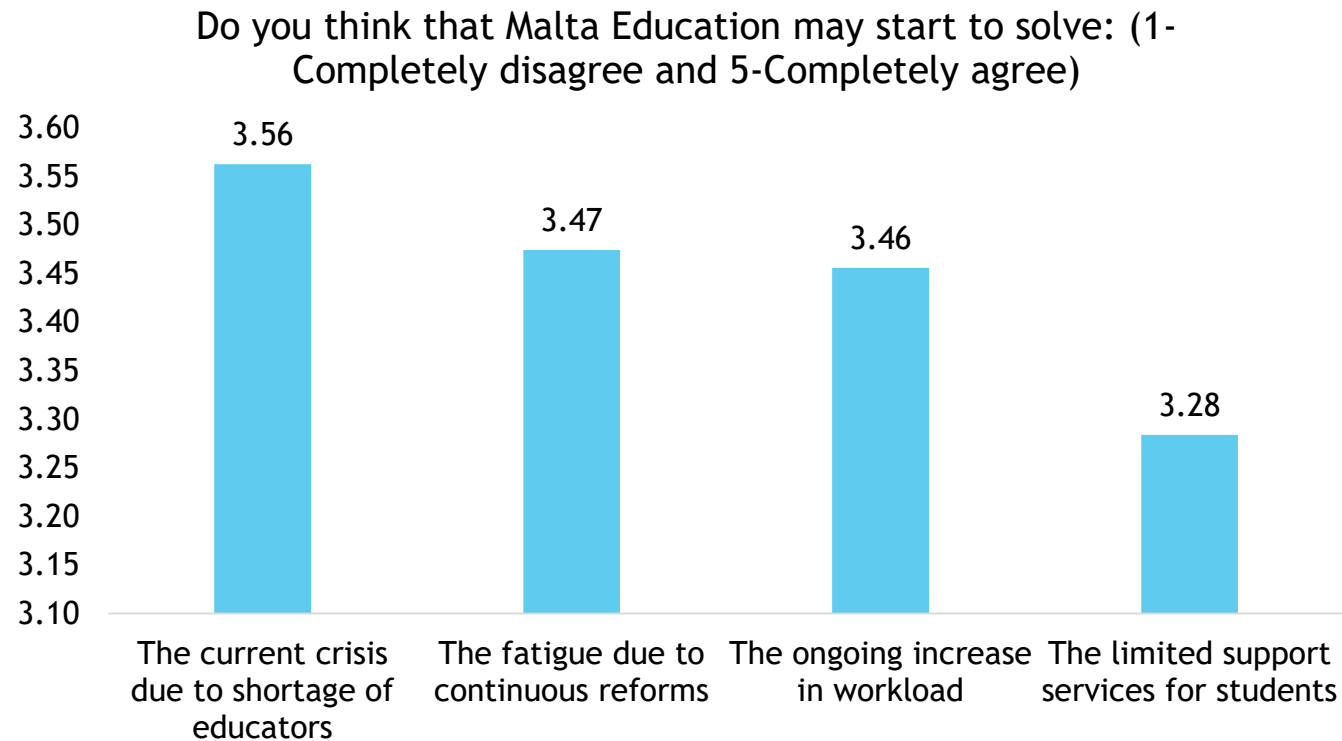
3.4 Results - Solving problems

- Respondents were asked, 'Do you think that Malta Education may start to solve: (1 - Completely disagree and 5 - Completely agree)'
 1. The current crisis due to shortage of educators,
 2. The fatigue due to continuous reforms,
 3. The ongoing increase in workload and
 4. The limited support services for students.

Respondents had to rate every single item one by one.

3.4 Results - Solving problems

- On top, the respondents believe that the proposal should help about 'The current crisis due to shortage of educators' (3.56). This is followed by 'The fatigue due to continuous reforms' (3.47), 'The ongoing increase in workload' (3.46) and the least rated 'The limited support services for students' (3.28).



3.4 Results - Solving problems

- When comparing the same 4 questions amongst different groups, results are rather consistent. In general, the independent schools are more in favour that the new proposal can help to start solving several problems in relation to the education sector.

Sector of Employment	The current crisis due to shortage of educators	The fatigue due to continuous reforms	The ongoing increase in workload	The limited support services for students
Church	3.65	3.69	3.61	3.48
Independent	4.09	4.18	4.00	3.50
State	3.52	3.40	3.40	3.24

Gender	The current crisis due to shortage of educators	The fatigue due to continuous reforms	The ongoing increase in workload	The limited support services for students
Female	3.58	3.46	3.44	3.29
Male	3.60	3.58	3.57	3.33

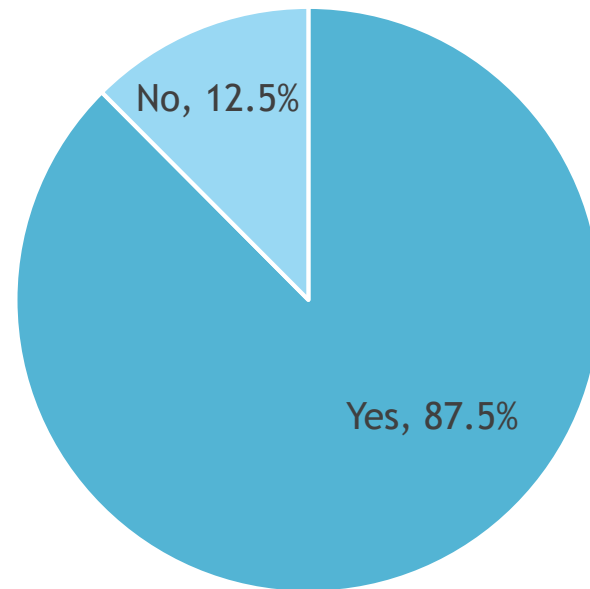
Years of Experience	The current crisis due to shortage of educators	The fatigue due to continuous reforms	The ongoing increase in workload	The limited support services for students
1 - 5	3.29	3.46	3.46	3.43
6 - 10	3.39	3.41	3.38	3.22
11 - 15	3.47	3.61	3.62	3.43
16 - 20	3.61	3.32	3.39	3.32
21+	3.72	3.53	3.46	3.18

Section 3

3.5 Results - Do you agree that MUT should present the proposal to the Ministry for Education for discussion?

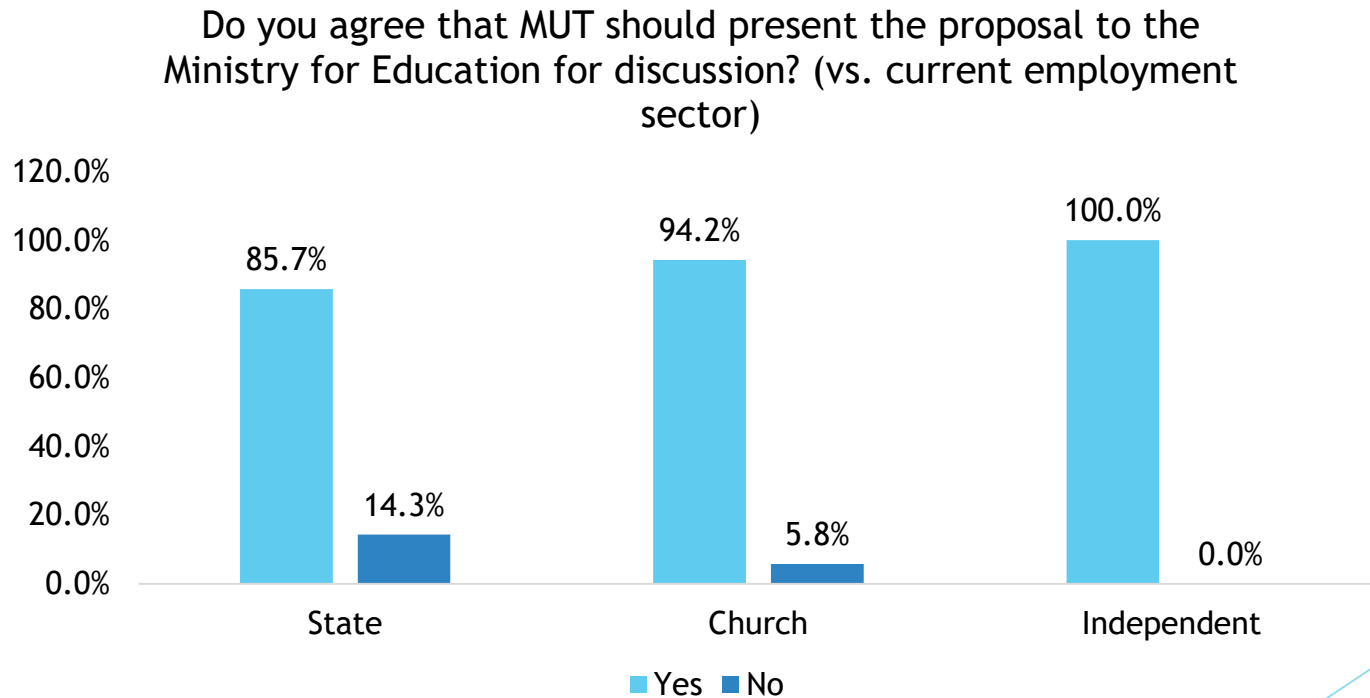
3.5 Results - Do you agree that MUT should present the proposal to the Ministry for Education for discussion?

- Respondents were asked, 'Do you agree that MUT should present the proposal to the Ministry for Education for discussion?' The absolute majority (87.5%) are in favour that MUT should present the proposal to the Ministry for Education for discussion.



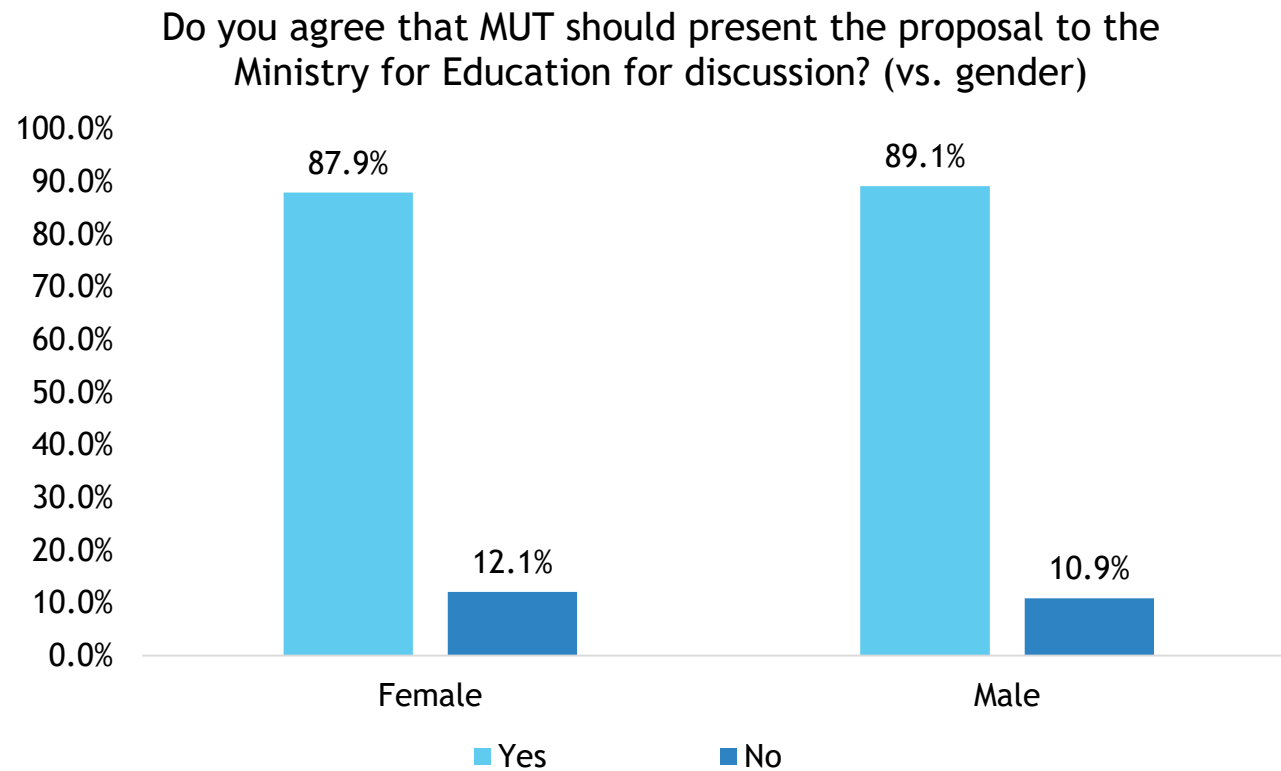
3.5 Results - Do you agree that MUT should present the proposal to the Ministry for Education for discussion?

- Employees working within the 'Independent' (100%) and 'Church' (94.2%) schools are more in agreement that this proposal should be presented to the Ministry when compared with the 'State' school employees (85.7%). However, there is still a very strong majority amongst that the state school employees that this proposal should be presented to the Ministry.



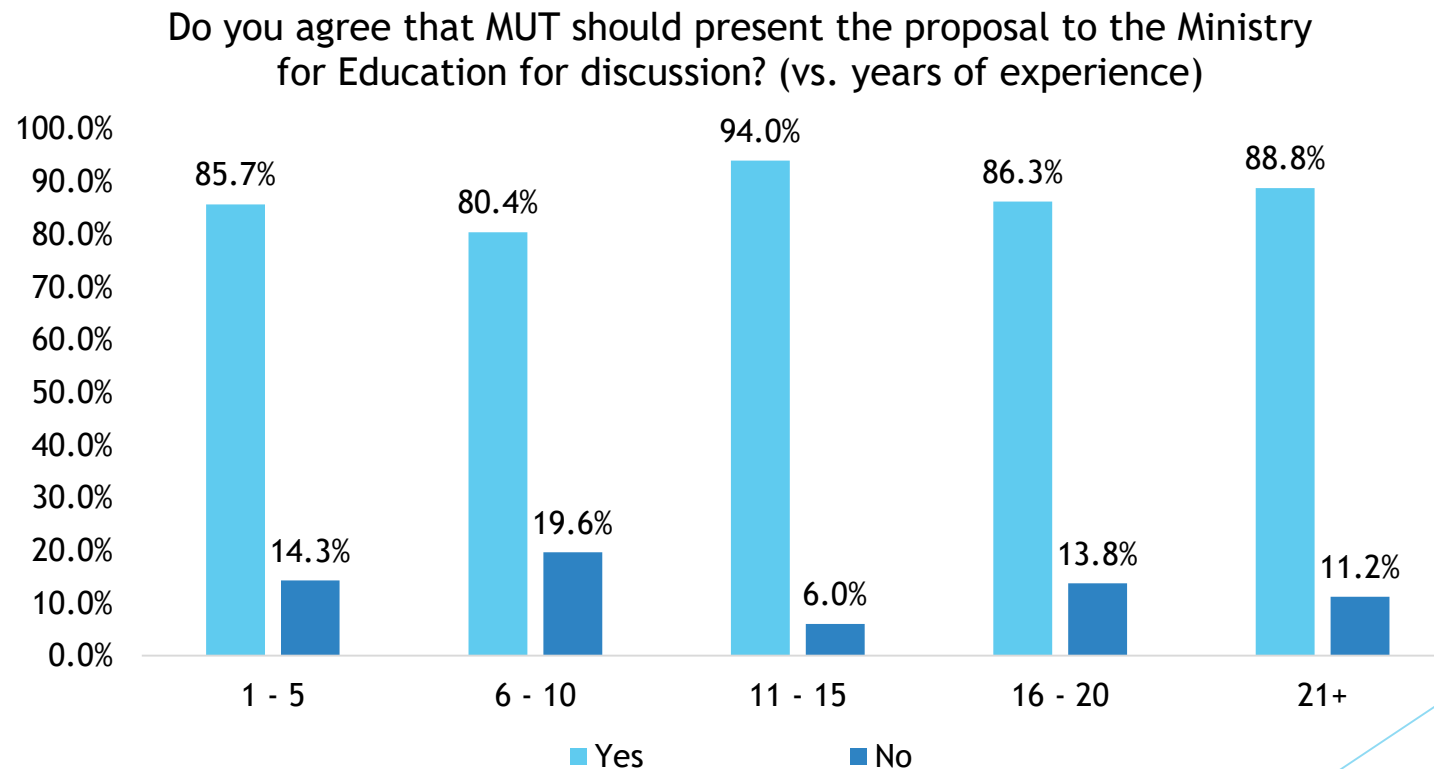
3.5 Results - Do you agree that MUT should present the proposal to the Ministry for Education for discussion?

- There is no particular noticeable difference between males and females with regards to the above question.



3.5 Results - Do you agree that MUT should present the proposal to the Ministry for Education for discussion?

- Those with a higher number of years of experience in the education sector tend to agree more that the above proposal should be presented to the Ministry when compared with those having a lower number of years of experience.



Section 3

3.6 Results - Concerns, remarks or suggestions about the proposal

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- Respondents were asked whether they have any concerns, remarks or suggestions about the proposal. Respondents mentioned several comments, some of them directly related to the survey and the main proposal, and others not directly related to the survey. MUT shall still consider these concerns referred by the educators. The following comments are some of the most popular comments that were mentioned and which are related to the 'Malta Education' proposal.

Seniority in the case of redundancy should not be zeroed out across the board when opting into the 'Malta Education' proposal.

We should be informed of all proposals beforehand and as agreed any proposals or agreements should be approved and endorsed by all educators.

Being part of an agency worries me since subjects with few students could be axed in the name of efficiency.

3.6 Results -Concerns, remarks or suggestions about the proposal

I just hope we get this done. We really need this.

I wholeheartedly appreciate the ongoing work done by MUT to stand up for us teachers. I feel that I am one of many teachers who is stressed due to daily fatigue, disrespect as well as the anxiety I suffer from facing students who do not want to cooperate in class.

It is the only way salaries can be improved.

It is the way forward - let us stop wasting time.

It may take too long to be implemented when urgent measures need to be taken as soon as possible.

Will there be any contracts?

My concern is about having too many reforms in a limited time.

I am concerned that the working hours will increase whilst salary will remain the same.

Appendix Questionnaire

Appendix: Questionnaire

MUT has commissioned this survey to gather feedback from members. This survey shall be administered and analysed by Dr Vincent Marmara, who is renowned for his surveys in various areas including education and employment. Survey results shall guide MUT in the submission or otherwise of the proposal entitled **Malta Education**.

Results will be presented during a conference organised by the Malta Union of Teachers on the 21st November.

MUT assures members that the outcome of this survey is not a mandate to reach an agreement with the Ministry of Education about **Malta Education**. If the majority of respondents agree that this proposal shall be presented to the Ministry and the Ministry accepts the proposal, MUT shall eventually present the terms discussed to members and gather feedback. Acceptance or otherwise of the same shall only be carried out within the framework of a new sectoral agreement between MUT and Government.

It is important to read the text provided in the survey before answering the questions.

Appendix: Questionnaire

The Malta Union of Teachers announced its proposal for the transformation of the State educational system entitled **Malta Education**. This proposal is being presented to generate nation-wide discussion so that MUT can evaluate whether it shall proceed with its submission to the Ministry of Education or otherwise. **Malta Education** is a proposal which is still at discussion stage and is based on models which are already established both locally and abroad.

The current educational system in Malta is divided as follows

Public Service	Public Sector
Primary (including kindergarten); Secondary (including Higher, Gozo Sixth Form etc)	Junior College (UOM); MCAST and ITS
The salary is tied to the 20-point salary scales of the Public Service. Only allowances and conditions of work are negotiated with MUT within the parameters of other Public Service employees	The salary, allowances and conditions of work are negotiated with MUT and are not tied to Public Service.

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MUT is seeing Malta Education as the setup to achieve better financial and working conditions for all educators without the current constraints associated with the Public Service. It implies the shift from the current Public Service Department to a Public Sector entity responsible for Primary and Secondary education.

Such shifts have already been carried out at the University of Malta, MCAST and ITS. The shift does not lead to any loss of employment and employees may choose whether to be “attached” with the entity. “Attached” means that employees keep their employment, salary and conditions of the Public Service. Employees may also choose employment with the Public Sector entity having the corresponding salary and conditions.

Appendix: Questionnaire

1. Do you agree about the principles underlying the proposal Malta Education?

- Yes
 No

2. Do you agree that educators in the primary and secondary schools should have salaries, allowances and conditions of work comparable to educators in post-secondary institutions (such as Junior College - UOM, MCAST and ITS) based on qualifications and experience?

- Yes
 No

3. Please rank the following according to the level of importance (1 is the most important, 5 the least important). Malta Education should bring about:

⋮	<input type="text"/>	Better working conditions
⋮	<input type="text"/>	Improved esteem and respect for educators
⋮	<input type="text"/>	Higher Salaries and allowances
⋮	<input type="text"/>	More flexibility
⋮	<input type="text"/>	Recognition of qualifications and experience

Appendix: Questionnaire

4. Do you think that Malta Education may start to solve: (1-Completely disagree and 5-Completely agree)

	Completely disagree	Disagree	No opinion	Agree	Completely agree
The current crisis due to shortage of educators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The fatigue due to continuous reforms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ongoing increase in workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The limited support services for students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Do you agree that MUT should present the proposal to the Ministry for Education for discussion?

- Yes
- No

6. Please specify the sector of your current employment:

- State
- Church
- Independent

Appendix: Questionnaire

7. What is your current role?

- Learning Support Educator (LSE)
- Kindergarten Educator (KGE)
- Teacher
- Head of Department (HoD)
- Assistant Head (AH)
- Head of School (HoS)
- Education Officer (EO)
- Other (please specify)

8. Gender:

- Male
- Female
- X

9. Your current workplace (Main employment):

- Primary School (including kindergarten)
- Secondary School
- MCAST
- University of Malta
- ITS
- Junior College
- Higher Secondary
- Gozo 6th form
- Other (please specify)

10. How many years have you been working in the educational sector?

11. List any concerns, remarks or suggestions about the proposal.

The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. These shapes are primarily located on the right side of the frame, creating a modern, layered effect. The rest of the background is plain white.

The End

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