

Il-proposti tal-MUT għall-budget – Settembru 2025

Il-Malta Union of Teachers qed tippreżenta l-proposti għall-budget tal-gvern għall-2026. Nittamaw li dawn il-proposti jkunu kkunsidrati mill-gvern bħala parti mill-proċess ta' konsultazzjoni li qed isir.

Diskrepanza fir-rata tat-taxxa

Id-diskrepanza fir-rata tat-taxxa għal xogħol part-time qed tiskoraġġixxi lill-edukaturi milli jipprovdu servizzi addizzjonali lil min iħaddimhom. Hija ironika li edukatur li hu impjegat mal-Istat jiġi intaxxat b'rata ogħla meta jagħti servizz lill-MATSEC, l-UM, l-MCAST, l-ITS jew l-IFE, meta mqabbel ma' edukatur li hu impjegat ma' skola tal-Knisja jew indipendenti. L-MUT qed titlob li din is-sitwazzjoni tkun riveduta.

Xogħol part-time waqt l-irtirar

Minkejja l-età uffiċjali tal-irtirar, l-impjegati jistgħu jagħzlu li jirtiraw qabel l-età ta' 65, dment li jkunu kkontribwew biżżejjed għall-Assigurazzjoni Nazzjonali (l-NI). L-MUT tipproponi li dawk li jagħzlu li jirtiraw qabel l-età uffiċjali tal-irtirar jithallew ikomplu jaħdmu part-time (numru limitat ta' sigħat) mingħajr ma jtilfu l-ebda pensjoni. Dan jikkontribwixxi biex jiżdied in-numru tal-ħaddiema, speċjalment f'setturi li fihom diffiċli biex jinstabu r-riżorsi umani neċessarji – fosthom l-edukazzjoni. Wieħed irid jikkunsidra l-fatt li f'dik l-età jistgħu jinqalgħu problemi ta' saħħa li jagħmluha diffiċli biex wieħed jikkommetti ruħu għal xogħol full-time.

Assigurazzjoni

L-MUT tipproponi li tkun provduta kopertura tal-assigurazzjoni għall-impjegati kollha tas-Servizz Pubbliku, bħalma jiġri fil-każ ta' diversi entitajiet pubbliċi u privati. Tista' tkun provduta kopertura bażika li jkun jista' jżid magħha l-impjegat.

Taħriġ

Waqt il-ħin tax-xogħol għandu jingħata taħriġ adegwat fis-servizz (in-service training) fl-aġġornament, it-taħriġ mill-ġdid u t-trasferibilità tal-ħiliet biex ninkoraġġixxu lill-impjegati jagġornaw ruħhom fil-prattiki tax-xogħol, iktar u iktar meta tikkunsidra l-iżviluppi ġodda fl-Intelliġenza Artifiċjali u l-impatt li qed tħalli fuq id-dinja tax-xogħol.

L-ambjent tax-xogħol

Għad hemm postijiet tax-xogħol li ma jissodisfawx il-bżonnijiet bażiċi tal-lum il-ġurnata. Dawn il-bżonnijiet jinkludu l-arja kkundizzjonata u manutenzjoni kif suppost. Għandu jsir investiment biex ikun assigurat li l-postijiet tax-xogħol ikunu aġġornati b'mod xieraq.

Tiżiż tal-lingwa u l-kultura Maltija

L-MUT tipproponi li jittieħdu miżuri mandatorji fuq livell nazzjonali biex titħares u tissaħħaħ il-lingwa Maltija. Jekk ma jsirux sforzi konkreti min-naħa tal-gvern, il-lingwa Maltija għad tintilef fi żmien ftit deċennji. Il-Malti għandu jkun il-mezz ewlieni ta' komunikazzjoni fl-istituzzjonijiet pubbliċi kollha. L-attivitajiet kollha għandhom isiru bil-Malti, u l-Ingliż jew lingwi oħra jintużaw biss għall-bżonn. Is-sinjali u t-tabelli fil-postijiet pubbliċi għandhom ukoll ikunu bil-Malti. Barra minn hekk, l-impjegati kollha b'mod mandatorju għandhom jingħataw opportunitajiet xierqa biex jintegraw ruħhom fil-kultura u l-lingwa ta' pajjiżna, liema opportunitajiet għandhom jinkludu t-tagħlim tal-Malti.

Iż-żieda fil-popolazzjoni

Għandu jkun ikkummissjonat studju li jevalwa l-effett tal-preżenza u l-ammont tal-istudenti barranin fl-iskejjel tagħna, l-effett fuq l-użu u l-iżvilupp tal-lingwa, differenzi kulturali u fl-edukazzjoni, il-pressjoni u d-dinamiki tal-popolazzjoni tal-iskejjel, il-pressjoni fuq l-edukaturi minħabba diversi problemi li jirriżultaw mis-sitwazzjoni, l-involviment tal-ġenituri fl-iskejjel u l-interazzjoni tagħhom mal-edukaturi, realtajiet finanzjarji u l-effett tagħhom fuq l-attivitajiet tal-iskola, u realtajiet differenti f'setturi diversi minħabba l-istudenti barranin. Dan għandu jwassal biex jittieħdu l-miżuri meħtieġa biex tkun indirizzata s-sitwazzjoni.

Skejjel ġodda

Skejjel jew istituzzjonijiet edukattivi ġodda m'għandhomx jinbnew Barra miż-Żona tal-Iżvilupp. Is-settur tal-edukazzjoni għandu jagħti eżempju u jħares il-ftit art rurali jew mhux żviluppata li fadal fil-gżejjer tagħna. Il-politika tal-ippjanar tal-gvern għal skejjel u istituzzjonijiet edukattivi ġodda trid tħaddan dawn il-prinċipji.

Id-dritt li wieħed jaqta' mid-dinja tax-xogħol (the right to disconnect)

Il-gvern Malti għandu jkun pijunier fl-implimentazzjoni ta' politika u/jew liġijiet favur il-ħarsien tal-bilanċ bejn il-ħajja u x-xogħol għall-impjegati kollha, mingħajr ma jistenna lill-UE biex tgħaddi l-liġijiet tagħha. Fl-assenza ta' dan, l-effett negattiv fuq il-benesseri tal-impjegati huwa evidenti. Huwa meħtieġ ukoll qafas ta' infurzar biex isseħħ l-implimentazzjoni meħtieġa.



MUT Budget Proposals – September 2025

The Malta Union of Teachers is presenting the Proposals for the 2026 Government Budget. It is hoped that these proposals are considered by the Government as part of the consultation exercise being carried out.

Taxation rate discrepancy

The discrepancy in the taxation rate for part-time work is discouraging educators from providing additional services to the same employer. It is ironic that an educator who is employed with the state is taxed at a higher rate when providing services to MATSEC, UM, MCAST, ITS, or IFE when compared to an educator employed with church or independent schools. The MUT is requesting that this provision is revised.

Part-time work during retirement

Despite the official retirement age, employees may choose to retire before the age of 65, provided they satisfy the National Insurance contributions. MUT proposes that those who choose to retire before the official retirement age are allowed to continue part time work (limit number of hours) without missing out on any pension. This would contribute to the workforce especially in sectors where it is difficult to find the required resources – education amongst others. One has to consider the fact that at that age, health issues might arise which make it difficult to commit to full time employment.

Insurance

The MUT proposes an insurance cover to be provided to the public service employees as is the case with many public and private entities. A standard cover could be provided with the option of an upgrade by the employee.

Training

Adequate in-service training during working hours should be provided in upgrading, reskilling and transferability of skills to encourage employees to be more updated in their work practices, considering also new developments in AI and its impact on the workforce.

Work environment

There are still places of work that do not satisfy today's basic requirements at the place of work. This includes installation of airconditioning systems and proper maintenance. Investment is required to ensure proper workplaces and upgrades.

Upholding the Maltese language and culture

The MUT proposes mandatory measures on a national level to uphold and safeguard the Maltese language. Unless there are active measures by the government, the Maltese language will be lost in a few decades. Maltese should be the primary means of communication in all public institutions. All activities must be held in Maltese with the use of English or other languages if required. All signage in all public places must also be in Maltese. Furthermore all employees should be provided with mandatory cultural and linguistic integration opportunities which includes the learning of Maltese.

Population growth

A study is to be commissioned to evaluate the effect of the presence and extent of foreign students in our schools....effect on language use and development, cultural and educational differences, school population pressures and dynamics, pressures on educators due to multiple presenting issues, parent involvement and interaction with educators in schools, financial realities and effect on school activities, different realities found in the different sectors as a result of foreign students. This should lead to measures to address the situation.

New schools

New schools or educational institutions should not be built Outside Development Zones. The education sector needs to lead by example in safeguarding the limited undeveloped or rural land available in our islands. The government planning policies of new schools and educational institutions need to uphold these principles.

Right to disconnect

The Maltese Government should be a pioneer in enacting policies and/or legislations to safeguard the work-life balance of all employees, without waiting for the EU to legislate it. In the absence, the negative effect on the wellbeing of employees is evident. An enforcement framework is also necessary to reach the requested implementation.