



MALTA LABOUR MIGRATION POLICY

Implementation
of the Malta Labour
Migration Policy

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July 2025



GOVERNMENT OF MALTA
MINISTRY FOR HOME AFFAIRS,
SECURITY AND EMPLOYMENT

MINISTERIAL FOREWORD


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Minister for Home Affairs,
Security and Employment



As a Government, we have consistently achieved economic prosperity that has benefited our citizens. Malta maintains one of the European Union's highest employment rates while experiencing sustained worker demand. Given our ageing population, the involvement of foreign workers is also crucial for sustaining key sectors that are vital to the well-being of our citizens.


While reflecting the strength and dynamism of our economy, this situation has also made clear the urgent need to reform our labour migration system to ensure sustainable growth.



In January, we launched a comprehensive consultation document outlining a new policy framework — the Malta Labour Migration Policy. This policy prioritises channelling migration benefits directly to the Maltese taxpayer and workforce. It strengthens our ability to combat exploitation, protect all workers, and shift towards a more skills-based approach to migration. Long-term integration and worker retention are at the core of this strategy.

Our initial set of 32 recommendations served as the departure point. Throughout two months of consultation, we proactively sought out and listened to a broad range of views — including those of employers, unions, civil society and individual citizens. This exercise represented authentic consultation, where the feedback we received proved fundamental in determining the final direction of our plan. We sincerely value the constructive spirit and open engagement shown by the numerous stakeholders throughout the consultation process.

We are now ready to move from strategy to action. The refined and strengthened policy, integrates stakeholders' feedback and we are confident it will drive Malta's continued prosperity while ensuring that migration is managed fairly, responsibly, and in Malta's national interest.



On 8 January, the Government published a new Malta Labour Migration Policy for public consultation, which concluded on 9 February. The aim of the proposed policy was to revise and consolidate Malta's approach to labour migration, taking into account both current and future economic and societal realities.

The new Malta Labour Migration Policy places the worker at its centre and seeks to strike a balance between the efficient and effective management of genuine labour market needs for third-country nationals, and the protection of workers' rights alongside broader social objectives.

To this end, four guiding principles shape the policy direction:

- 1. Retention and Stability:** Retention is crucial to enable foreign workers to integrate, and for the economy to benefit from a more cohesive and productive workforce.
- 2. Protection of Employee Rights and Enhancing Working Conditions:** This policy aims to enhance regulatory capacity, enabling authorities to guarantee dignified treatment, fair compensation, and safe working environments for all employees. Improved worker retention directly reinforces these protections while elevating working conditions across all sectors.
- 3. Aligning Labour Migration with Labour Market needs:** To achieve both the safeguarding of rights and high retention, it is essential that labour migration addresses genuine workforce gaps that cannot be filled by the domestic labour supply.
- 4. A Skills-Based Approach to Migration:** As a country with limited natural resources, Malta must be able to attract the best talent, while also encouraging training and upskilling across all sectors. Full integration of foreign workers is hence vital to ensure that workers can contribute productively to Malta's long-term success.



Consultation Process

The consultation process attracted extensive engagement from the general public, social partners, diverse local and international organisations, and private enterprises. The policy generated over 300 formal submissions, many exceptionally detailed and providing valuable recommendations to enhance the 32 proposals within the consultation document. Additionally, comprehensive stakeholder meetings were conducted across multiple sectors with discussions extending beyond the 9 February submission deadline.

The consultation document was strategically published alongside broader discussions regarding Malta Vision 2050, which was subsequently launched for public consultation on 8 April.

Following the consultation period, comprehensive internal analysis began consolidating all submissions and feedback. This systematic review has produced several refinements to the proposed measures.

The Malta Labour Migration Policy and its 32 proposed measures constitute a transformative advancement in the country's labour migration management framework. The Government acknowledges these reforms require phased implementation, providing employers and employees adequate transition time to accommodate the policy's comprehensive scope.

The first and second set of measures are set to begin in August and October 2025, respectively. The current announcement will focus on the details of the measures that will start to be implemented in 2025, while future announcements will provide information on the implementation of those that will commence in 2026.

Feedback incorporated for measures to be adopted in 2025

Following the public consultation process, feedback has been integrated into the policy measures scheduled for adoption in 2025. The revisions outlined below directly respond to stakeholder input received during the consultation period.

The consultation document's primary recommendation addressed minimum termination rates that must be met before applying for third country nationals. Based on consultation feedback, the following considerations and revisions to the **'Minimum Termination Rates Allowed Prior to Application'** have been incorporated:

- 1. Clearer Definition of Termination Rates:** Termination rate definitions have been strengthened through enhanced clarity.
- 2. New Termination Category Introduced:** An additional exemption will apply for terminations involving employment transfers from third-party arrangements to direct employment, provided workers have maintained engagement for minimum one year.
- 3. Definition of 'Employer' Clarified:** For this measure's purposes (and subsequent outlined measures), 'employer' encompasses groups of companies. However, requests for individual company assessments may be submitted.
- 4. Applicability Deferred for New Businesses:** To enable new enterprises to establish stable recruitment, this measure becomes effective from a company's third operational year.
- 5. Consideration of Seasonality:** Seasonal employment dynamics have been addressed through:
 - The exclusion of specific termination reasons (e.g. part-time employment typically used in industries with seasonal demand);
 - An upward revision of termination rate thresholds by an additional 5 percentage points (for all employers falling in the medium and large categories).
- 6. Exemptions:** have been refined and broadened to ensure comprehensive and inclusive sectoral representation.

The administrative process related to the **vacancy requirement** has been further clarified. Specifically, this requirement applies exclusively to “New/Still Abroad” applications—that is, applications for individuals who are not currently residing or employed in Malta. As a result, ‘change of employer’ applications are exempt from this requirement. This clarification facilitates job mobility for third-country nationals already residing in Malta, while ensuring that the requirement addresses the genuine need for new arrivals.

The **definition of redundancies** has been clarified to better distinguish it from the concept of termination outlined above.

The **prompt submission of engagement forms** measure now also covers timely submission of termination forms, helping prevent abuse. To give employers sufficient time while keeping standards high, the submission period of both engagement forms and termination forms will be set at four working days. The penalty process now is clearly structured and follows defined steps from temporary suspension to where necessary disqualification.

The **fee structure** has been updated to clearly separate different application types. Fees for ‘change of employer’ and ‘change of designation’ applications are now specifically outlined.

For the measure on **Workforce Application Limits**, similar changes to the Minimum Termination Rates measure have been made. These include clearer definitions of ‘employer’—covering groups of companies unless individual assessment is requested—and specific exemptions that better suit different sectors.

For **salary payments**, the policy now clearly states that payments must go through licensed financial institutions using electronic methods only.

The definition of **‘Partners and Families’** has been formally added, matching the current definition used by Identità.

At the same time, the **Skilled Occupation List** has been significantly updated and expanded based on feedback from stakeholders and consultation submissions. Around 100 occupations have been added.

Measures to Be Implemented in 2025

During 2025, 15 measures will begin to be implemented, with an additional 5 being rolled out on an ongoing basis. Of the 15 measures scheduled for implementation in 2025, 12 will commence in August, while the remaining 3 will be introduced in October.

Measures starting in August 2025:

- 1. Minimum Termination Rates Allowed Prior to Application:** Monitoring of termination rate thresholds will begin in August. Jobsplus will notify applicants if thresholds are exceeded, although no sanctions will be applied at this stage. A gradual approach to align the market to acceptable levels shall be adopted. From October 2025, thresholds will be set 15 percentage points above the target rate and will gradually decrease by 5 percentage points every three months until July 2026.
- 2. Vacancy Requirement:** From August 2025, applicants must provide evidence of a two- or three-week advertisement period on appropriate media platforms. From October 2025, advertising on the Jobsplus/EURES portal will be mandatory.
- 3. Redundancies:** Full implementation will begin on 1 August 2025.
- 4. Prompt Submission of Engagement and Termination Forms:** Employers will be notified if they are non-compliant as from 1 August 2025. The process of regularisation will occur gradually.
- 5. Compliance with the Persons with Disability (Employment) Act (CAP 210):** Employers will be informed of any breach immediately, with full compliance required by 1 August 2025. Sanctions will apply thereafter. Thereafter, applications for TCN workers will be suspended until the end of the month during which the employer becomes compliant.
- 6. Revised Fees:** New fee structures will take effect on 1 August 2025.
- 7. Extension of Grace Period for TCNs Following Termination of Employment:** Full implementation will take effect on 1 August 2025.
- 8. New Salary Benchmarks for the KEI and SEI:** These will be introduced on 1 August 2025.
- 9. Restriction of Single Permit Applications for Non-Work Visa Holders:** Implementation will begin on 1 August 2025.
- 10. Verification Checks on Renewals:** These checks will be introduced from 1 August 2025.

11. Workforce Application Limits: Limits will come into effect on 1 August 2025.

12. Partners and Families: Measures supporting partners and families will be introduced on 1 August 2025.

Measures starting in October 2025:

1. Salary Payment Method for Newly Engaged TCNs: This measure will be implemented on 1 October 2025.

2. Interim Permits for TCNs from Visa Waiver Countries: Implementation will begin on 1 October 2025.

3. Victims of Human Trafficking: Measure will be implemented on 1 October 2025, following the required legal amendments.

Measures implemented on an ongoing basis:

1. Assessment of Shortages and Surpluses: Jobsplus will continue to adopt and refine robust methodologies to assess labour market needs.

2. Upskilling and Integration of the Foreign Workforce: Jobsplus offers a range of training schemes and courses that see high participation from the local workforce. Various new initiatives will be introduced progressively over the coming years.

3. Skills Cards: to be rolled out gradually and as necessary.

4. Strategic Partnerships: Specific partnerships will be announced following their finalisation.

5. List of High-Risk Countries: A list will be developed and regularly updated to reflect current risks.

Other Initiatives

Helpline

A dedicated helpline has been established through servizz.gov 153 (Extension 19), enabling employers to inquire about and schedule appointments regarding their preliminary labour market testing status. This service does not guarantee application approval.

National Visa (D) for Trials of Third Country National Professional Sportspersons with Maltese-registered sports clubs

A new visa will be launched to facilitate the entry of professional sportspersons, regulating the admission and temporary stay of third-country nationals who wish to undergo trials with Malta's registered sports clubs.



The background is a solid red color with several large, tilted, parallelogram-shaped blocks in a dark blue color. One large block is in the top left, another is on the right side, and two more are at the bottom left and bottom right corners. The text 'Full Implementation Timeline' is centered in the middle of the page in a white, sans-serif font.

Full Implementation Timeline

Measures	August 2025	October 2025	January 2026	March 2026	July 2026	October 2026
Minimum Termination Rates allowed prior to application	Monitoring of thresholds	Thresholds set at: Small (65%), Medium (60%), Large (55%)	Thresholds set at: Small (60%), Medium (55%), Large (50%)	Thresholds set at: Small (55%), Medium (50%), Large (45%)	✓ - Thresholds set at: Small (50%), Medium (45%), Large (40%)	
Vacancy requirement	Only vacancies that show proof that these have been advertised for 2 weeks (KEI, SEI, Blue Card, SOL,) and 3 weeks for the rest will be accepted.	✓ - Jobsplus and EURES portal requirement to be implemented				
Redundancies	✓					
Prompt Submission of Engagement and Termination Forms	✓					
Compliance with the Persons with Disability (Employment) Act (CAP 210)	✓					
Revised Fees	✓					
Extension of grace period for TCNs whose employment has been terminated	✓					
New salary benchmarks for the KEI and SEI	✓					
Restriction of single permit applications for non-work visa holders	✓					

Measures	August 2025	October 2025	January 2026	March 2026	July 2026	October 2026
Verification checks on renewals	✓					
Workforce Application Limits	✓					
Partners and families	✓					
Salary Payment method for newly engaged TCNs		✓				
Interim permits for TCNs from visa waiver countries		✓				
Victims of human trafficking		✓				
Review of renewal periods			KEI, SEIs, SOL, Blue Card - 3 years. ISCO 1-4, 2 years unless in KEI, SEI, SOL BLUE CARD.	✓ - includes also ISCO 5-9 following completion of training		
Desk investigations of Employment regulations and other legal requirements			✓			
Prohibition of Financial Compensation			✓			
First and minimum number of MT/EU nationals prior to application			✓			
Suitability Check			✓			
Integration courses prior to arrival in Malta			✓			
Restrictions on Newly-Registered Businesses			✓			
Study on Salary Occupations						✓
Database on job posting						✓

Measures	August 2025	October 2025	January 2026	March 2026	July 2026	October 2026
Register of exemplary employers						✓
Courses on the application process						✓
Assessment of shortages and surpluses	Ongoing					
Upskilling and integrating foreign workforce	Ongoing					
Skills Cards	Ongoing					
Strategic Partnerships	Ongoing					
List of high risk countries	Ongoing					

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Details of measures
starting in August 2025

1. Minimum termination rates allowed prior to application

Jobsplus will monitor the recruitment patterns of each employer during the labour market testing process, which occurs at the application stage for TCNs. This measure applies only to “New, still abroad”, and “Change of Employer” applications.

In this context, Jobsplus will pay particular attention to termination patterns by analysing data from Termination Forms submitted to Jobsplus. Specifically, termination data for each employer is collected upon the submission of the following form after a termination has occurred:

<https://jobsplus.gov.mt/media/mzrfgm1v/termination-form-en.pdf?fileId=68040>

Definition of Termination

The Termination Form submitted to Jobsplus outlines several reasons for possible terminations. These include the following:

	Category	Reason
1	Redundancy	Business closed down
2	Redundancy	Lack of work
3	Termination of Contract	End of apprenticeship scheme contract
4	Termination of Contract	End of definite contract
5	Termination of Contract	End of work phase
6	Termination of Contract	Expiry of appointment
7	Circumstances Beyond Employer's Control	Cancellation / Suspension of employment licence
8	Circumstances Beyond Employer's Control	Court injunction / Interdiction / Sentence
9	Circumstances Beyond Employer's Control	Expiry of employment licence
10	Circumstances Beyond Employer's Control	Failing to obtain driving / operating licence
11	Circumstances Beyond Employer's Control	Failing to pass physical training / aptitude test
12	Circumstances Beyond Employer's Control	Revocation of employment licence
13	Dismissed	Disciplinary reasons
14	Dismissed	Failure to perform duties as agreed in employment contract
15	Resignation	Formal resignation
16	Resignation	Abandoned place of work
17	Resignation	Did not report for work
18	Resignation	Emigrated / Left abroad
19	Resignation	Employed elsewhere
20	Resignation	Ended part-time employment
21	Resignation	Ended self-employment
22	Resignation	For further studies
23	Resignation	Early retirement

	Category	Reason
24	Resignation	Health reason
25	Resignation	Retirement age
26	Resignation	Retirement disciplinary corp member - AFM / Police force
27	Resignation	Voluntary retirement / Redundant scheme
28	Termination During Probation	Termination by the employee during the probationary period
29	Termination During Probation	Termination by the employer during the probationary period
30	Other	When the termination date is the same as the engagement date
31	Deceased	Deceased
32	Termination by the Employer	Employee reaches pension age
33	Termination by the Employer	Health reason
34	Transfers & Changes	Transferred to another public service department
35	Transfers & Changes	Transfer of business
36	Transfers & Changes	Change in company name
37	Transfers & Changes	Transfer from full-time / part-time casual to part-time employment and vice-versa
38	Transfers & Changes	Transfer from full-time to full-time reduced employment and vice-versa

Several categories will be excluded from the definition of termination for the purposes of this measure. These include:

	Category	Reason
3	Termination of Contract	End of apprenticeship scheme contract
8	Circumstances Beyond Employer's Control	Court injunction / Interdiction / Sentence
10	Circumstances Beyond Employer's Control	Failing to obtain driving / operating licence
11	Circumstances Beyond Employer's Control	Failing to pass physical training / aptitude test
12	Circumstances Beyond Employer's Control	Revocation of employment licence
20	Resignation	Ended part-time employment
21	Resignation	Ended self-employment
22	Resignation	For further studies
23	Resignation	Early retirement
24	Resignation	Health reason
25	Resignation	Retirement age
27	Resignation	Voluntary retirement / Redundant scheme
31	Deceased	Deceased
32	Termination by the Employer	Employee reaches pension age
33	Termination by the Employer	Health reason
34	Transfers & Changes	Transferred to another public service department
35	Transfers & Changes	Transfer of business
36	Transfers & Changes	Change in company name
37	Transfers & Changes	Transfer from full-time / part-time casual to part-time employment and vice-versa
38	Transfers & Changes	Transfer from full-time to full-time reduced employment and vice-versa

A new termination reason will be added to the Termination Form to indicate cases where an employee is transferred to the company where the person has been posted for a minimum of 12 months. This reason will be excluded from termination rate calculations.

Jobsplus will calculate – based on its own records – a Termination Rate (TR), which is defined as following:

$$TR = \frac{\text{(Sum of terminations (excl. reasons above) over the 12 months prior to application)}}{\text{(Total Workforce existing at time of application)}}$$

The definition of total workforce will include all persons employed regardless of nationality.

Employer Definition Applied to This Measure

Each employer's termination rate will be calculated based on their Malta Business Registry (MBR) registration number.

Companies that are part of a group will be assessed collectively rather than individually, unless Jobsplus receives a formal request from the group to be considered separately from this definition.

Calculations are considered on direct employment basis.

The measure will apply to employers/companies in their third year of operation. This allows Jobsplus to monitor more precisely recruitment practices.

Thresholds

Each application for the employment of TCNs requiring an employment licence will automatically trigger a review of the employer's recruitment practices.

An excessively high termination rate will result in the failure of the Labour Market Test, leading to the rejection of the application. The minimum termination rates for reference are as follows:

- 1. Micro firms (1-9 employees):** The condition does not apply.
- 2. Small (10-49 employees):** A firm with termination rates above 50% of its workforce will fail the LMNT and its application will be refused.
- 3. Medium (50-249 employees):** A firm with termination rates above 45% of its workforce will fail the LMNT and its application will be refused.
- 4. Large (250+ employees):** A firm with termination rates above 40% of its workforce will fail the LMNT and its application will be refused.

Exemptions and considerations

The following will be fully exempted from this measure:

- 1.** Occupations that fall under the health sector and the care of persons with disability and the elderly.
- 2.** Student workers recognised under Subsidiary Legislation 212.18 (formerly known as LN29 of 2008) and students at the Institute of Tourism Studies and other higher institutions recognised by Jobsplus who require a work placement as part of their studies.
- 3.** TCNs eligible under the Key Employment Initiative.
- 4.** Any additional occupations designated as essential for maintaining the country's critical services.
- 5.** Sportspersons.

Jobsplus may consider requests for temporary deviations from this condition based on advice from Malta Enterprise, the Civil Aviation Directorate, Gaming Malta, or a relevant regulatory body or authority where necessary.

In addition, Jobsplus may consider exemptions for cases emanating from legal obligations to hire previously terminated TCNs and for public tendering.

Timeline

This measure will be gradually implemented starting 1 August 2025, with phased introduction through 1 July 2026.

1 August 2025: Jobsplus will begin monitoring termination rates as defined above and will start notifying employers whose termination rates significantly exceed the established thresholds.

1 October 2025: A gradual approach to thresholds shall be introduced. Jobsplus will refuse applications from employers with the following thresholds:

- 1. Small (10-49 employees):** A firm with termination rates above 65% of its workforce will fail the LMNT and its application will be refused.
- 2. Medium (50-249 employees):** A firm with termination rates above 60% of its workforce will fail the LMNT and its application will be refused.
- 3. Large (250+ employees):** A firm with termination rates above 55% of its workforce will fail the LMNT and its application will be refused.

1 January 2026: Jobsplus will refuse applications from employers with the following thresholds:

- 1. Small (10-49 employees):** A firm with termination rates above 60% of its workforce will fail the LMNT and its application will be refused.
- 2. Medium (50-249 employees):** A firm with termination rates above 55% of its workforce will fail the LMNT and its application will be refused.
- 3. Large (250+ employees):** A firm with termination rates above 50% of its workforce will fail the LMNT and its application will be refused.

1 April 2026: Jobsplus will refuse applications from employers with the following thresholds:

- 1. Small (10-49 employees):** A firm with termination rates above 55% of its workforce will fail the LMNT and its application will be refused.
- 2. Medium (50-249 employees):** A firm with termination rates above 50% of its workforce will fail the LMNT and its application will be refused.
- 3. Large (250+ employees):** A firm with termination rates above 45% of its workforce will fail the LMNT and its application will be refused.

1 July 2026: Jobsplus will refuse applications from employers with the following thresholds:

- 1. Small (10-49 employees):** A firm with termination rates above 50% of its workforce will fail the LMNT and its application will be refused.
- 2. Medium (50-249 employees):** A firm with termination rates above 45% of its workforce will fail the LMNT and its application will be refused.
- 3. Large (250+ employees):** A firm with termination rates above 40% of its workforce will fail the LMNT and its application will be refused.

2. Vacancy Requirement

Prior to applying for the hiring of new TCNs, employers must issue a vacancy that allows sufficient time for Maltese, EEA, Swiss nationals, or TCNs already in the Maltese job market to apply.

An employer must **place one job advert with Jobsplus and the EURES portal for at least three weeks within the two months preceding the application for a 'New (still abroad)' single permit.**

If an employer receives applications from Maltese, EEA, or Swiss nationals, they must provide reasons for their rejection. Jobsplus has the authority to evaluate these reasons and, if deemed unsatisfactory, refuse the application. Any job advert that does not meet these criteria will be considered ineligible, and the application will be automatically denied.

The following exemptions will apply:

- 1.** TCNs eligible under the Key Employment Initiative, the Specialist Employment Initiative, the Blue Card Directive, and the Skilled Occupation List must advertise for a minimum of two weeks within the two months prior to application on an appropriate local media platform.
- 2.** The following categories will be fully exempt from the vacancy requirement:
 - a.** Occupations that fall under the health sector and the care of persons with disability and the elderly.
 - b.** Student workers recognised under Subsidiary Legislation 212.18 (formerly known as LN29 of 2008) and students at the Institute of Tourism Studies and other higher institutions recognised by Jobsplus who require a work placement as part of their studies.
 - c.** Applications recommended and endorsed to Jobsplus by Malta Enterprise, the Civil Aviation Directorate, Gaming Malta, or a relevant regulatory body or authority where necessary.
 - d.** Sportspersons

Administrative Process

For occupations requiring advertisement on the Jobsplus and EURES portals, the following process shall apply:

- a. Vacancy Publication:** The employer must submit and publish the relevant vacancy on the Jobsplus/EURES website for a period of three weeks. This must occur within the two months preceding the single permit application.
- b. Application Receipt:** During the advertisement period, the employer may receive applications from jobseekers via:
 - Online portals
 - Submissions from Employment Advisors
- c. Reporting and Evidence Submission:** Upon completion of the advertising period, a report will be generated through the Jobsplus website. This report will be available for download by the employer and must be uploaded as part of the single permit application, serving as evidence of compliance with the vacancy requirement.

For occupations that require advertising but are exempt from publication on the Jobsplus and EURES portals, employers are still required to:

- Submit a copy of the advertisement with the single permit application
- Provide evidence of the advertising period (e.g., screenshots, timestamps, publication receipts)

Timeline

1 August 2025: Jobsplus will require evidence that a job advert has been active for 3 weeks or 2 weeks within the previous 2 months, as outlined above, without the need to place on the Jobsplus/EURES portal.

1 October 2025: Adverts will be required to be placed on the Jobsplus/EURES portal (exemptions to be applied as outlined above).

3. Redundancies

If an employer has made any worker redundant (regardless of nationality, including Maltese nationals) due to business closure or lack of work for the same job position during the previous 12 months, their application will be rejected.

This measure uses information collected from the following form submitted after a termination occurs:

<https://jobsplus.gov.mt/media/mzrfgm1v/termination-form-en.pdf?fileId=68040>

Redundancy is defined as terminations falling under these specific categories:

- 1.** Redundancy - Business closed down
- 2.** Redundancy - Lack of work

Employer definition to be used for this measure

Redundancies will be monitored for each employer based on their registration number as recorded in the Malta Business Registry (MBR).

Companies that are part of a group will be assessed collectively rather than individually, unless Jobsplus receives a formal request from the group to be considered separately from this definition.

Calculations are considered on direct employment basis.

4. Prompt Submission of Engagement and Termination Forms

Employers are required to promptly submit engagement and termination forms for all employees, including TCNs who have been granted a work permit.

Failure to fully complete these forms within 4 working days following engagement or termination will result in:

- 1.** Suspension of the processing of all applications for TCNs, except for renewal applications. This suspension will remain in effect until the issue is rectified.
- 2.** Evidence of continuous delays could lead to temporary disqualification from applying for new TCNs.

A gradual process to regularise all pending engagement and termination forms submitted up to 30 June 2025 will begin immediately. This process will continue until, but not later than, 1 January 2026. Jobsplus will contact each employer individually to explain how the regularisation will take place.

5. Compliance with the Persons with Disability (Employment) Act (CAP 210)

Employers are required to comply with the provisions of the Persons with Disability (Employment) Act (CAP 210). This act mandates that at least 2% of an employer's workforce should be persons with disabilities or require an annual contribution. Non-compliance will result in the suspension of the processing of all applications for TCNs, except for renewal applications. This suspension will remain in effect until the issue is rectified.

Employers applying for TCNs should be compliant by 1 of August 2025.

6. Fees

Currently, the fee for submitting a first-time single permit application and a renewal of a single permit is set at €300. The proposed changes aim to incentivise retention of the existing foreign workforce and promote more careful and selected endorsement of single permit applications by prospective employers.

The work permit fees will be structured as follows:

- 1.** First-time applications: €600
- 2.** Renewal fee: €150 per year for the duration of the permit
- 3.** Change of employer: €600
- 4.** Change of designation: €300

For occupations in the health sector and roles involving elderly and disability care, all fees will be set at €150. Any other fees currently below this threshold will remain unchanged.

The revised fees shall apply from 1 August 2025.

7. Extension of grace period for TCNs whose employment has been terminated

Under the current legal framework (Immigration Act, Cap 217 of the Laws of Malta), a single permit holder whose employment is terminated is mandated to leave Malta immediately. A proposed amendment to national legislation, specifically Subsidiary Legislation 217.17, would introduce a more flexible approach, granting TCNs a 30-day period following employment termination, during which these TCNs may legally remain in Malta to seek new employment. Furthermore, the proposal includes a provision to extend this initial 30-day period by an additional 30 days, bringing the total potential stay to 60 days, contingent upon the TCN demonstrating sufficient financial resources to support themselves without accessing social assistance. The underlying rationale for this proposed change is to prioritise the retention of existing skilled individuals already in Malta, thereby reducing the burden and complexity associated with processing entirely new employment applications.

The revised grace period will start to be granted from 1 August 2025.

8. New salary thresholds for the KEI and SEI

The revised salary thresholds for the KEI and SEI are the following:

- KEI: an annual gross salary of at least €45,000 per annum;
- SEI: an annual gross salary of at least €30,000 per annum;

The revised salary thresholds will start to be effective from 1 August 2025.

The policy related to the KEI and SEI will be revised more broadly in the coming months.

9. New restrictions on single permit applications for non-work visa holders

Applications from TCNs present in Malta on visas not allowing work (e.g. tourist visas) will be rejected. The engagement of sportspersons is exempted from this restriction.

Identita' shall have discretion to exempt applications, only in exceptional and genuine cases. New restrictions will start to be implemented from 1 August 2025.

10. Renewal verifications

Renewals will be contingent upon verification that the working conditions, as stipulated in the work contract at the time of single permit application approval, are being maintained. Jobsplus and Identita' will request confirmation – including through information collected from tax authorities - that the working conditions are being met.

This measure will start to be gradually implemented from 1 August 2025.

11. Workforce application limits

Employers are eligible to apply for additional TCNs based on a fixed percentage of their workforce.

The specific percentage is determined by the size of the organisation as follows:

- 1. Micro firms (1-9 employees):** Eligible for an increase in their workforce, provided it does not exceed 200% of the number of employees they had 12 months prior to the date of application.
- 2. Small firms (10-49 employees):** Eligible for an increase in their workforce, provided it does not exceed 100% of the number of employees they had 12 months prior to the date of application.
- 3. Medium firms (50-249 employees):** Eligible for an increase in their workforce, provided it does not exceed 50% of the number of employees they had 12 months prior to the date of application.
- 4. Large firms (250+ employees):** Eligible for an increase in their workforce, provided it does not exceed 25% of the number of employees they had 12 months prior to the date of application.

Employer Definition Applied to This Measure

Each employer's threshold will be calculated based on their Malta Business Registry (MBR) registration number.

Companies that are part of a group will be assessed collectively rather than individually, unless Jobsplus receives a formal request from the group to be considered separately from this definition.

Calculations are considered on direct employment basis.

The measure will apply to employers/companies from their third year of operation.

Exemptions and considerations

The following will be fully exempted from this measure:

- 1.** Occupations that fall under the health sector and the care of persons with disability and the elderly.
- 2.** Student workers recognised under Subsidiary Legislation 212.18 (formerly known as LN29 of 2008) and students at the Institute of Tourism Studies and other higher institutions recognised by Jobsplus who require a work placement as part of their studies.
- 3.** TCNs eligible under the Key Employment Initiative.
- 4.** Any additional occupations designated as essential for maintaining the country's critical services.
- 5.** Sportspersons.

Jobsplus may consider requests for temporary deviations from this condition based on advice from Malta Enterprise, the Civil Aviation Directorate, Gaming Malta, or a relevant regulatory body or authority where necessary.

In addition, Jobsplus may consider exemptions for cases emanating from legal obligations to hire previously terminated TCNs and for public tendering.

12. Partners and families

The following categories of individuals will be issued a residence permit that explicitly includes a notation exempting them from the standard single permit process typically required for TCNs:

- i.** partners of Maltese nationals¹ and
- ii.** parents of Maltese nationals who are under 23 years old.

In such cases, an employment licence would still be required but this would be similar to that granted to beneficiaries of protection (on their own name, not restricted to an employer).

¹ "Partner of Maltese Citizen" is defined as a TCN in a de-facto relationship with a Maltese National. Applicants providing evidence of a steady relationship are eligible to apply for this status. Identità reserves the right to conduct interviews as necessary to prove and/or investigate the veracity of the status of partnership of the couple. See <https://identita.gov.mt/expatriates-unit-temporary-partner-of-a-maltese-citizen/> for further details.



Details of measures
starting in October 2025

1. Salary Payments

As of 1 October 2025, all salary payments to third-country nationals whose employment have been registered from 1 August 2025 onwards, must be conducted exclusively via licensed financial institutions, i.e., through electronic payments.

Cash payments will no longer be recognised as fulfilling the requirements of the employment contract.

This condition will apply to new applications and 'change of employers' registered after 1 August 2025.

2. Interim permits for TCNs from visa waiver countries

TCNs that originate from visa waiver countries and apply for a single permit within 60 days of entering the Schengen Area will be granted an interim permit allowing them to remain in Malta while their application is processed. However, individuals applying between 61 and 90 days after entering the Schengen Area will be required to await the application's outcome from outside the Schengen Area.

3. Victims of Human Trafficking

Third-country nationals identified as victims of human trafficking who apply for residence permits under S.L. 217.07 will be exempt from application fees. These permits will be valid for one year rather than the current six months and may be renewed throughout the entire duration of any related court proceedings.



Revised Skilled Occupation List

ISCO 08 Code	Description
112000	Managing directors and chief executives
112001	Chairperson, enterprise (chairman)
112010	Member, board (board member)
112017	Company secretary (executive power - not ordinary clerk)
121100	Manager, finance
121204	Manager, human resources
121300	Manager, policy and planning
121900	Manager, business services and administration not elsewhere classified (private sector)
121910	Manager, (public sector) not elsewhere classified
122100	Manager, sales and marketing
122200	Manager, advertising and public relations
122300	Manager, research and development
131100	Manager, agricultural production
131200	Manager, aquaculture and fisheries production
132100	Manager, manufacturing (production and operations)
132202	Manager, general, operation (mining)
132206	Manager, offshore installation, oil or gas
132401	Manager, transport and storage (production and operations)
133000	Manager, information and communications technology services
134100	Manager, child care services
134200	Manager, health services
134211	Manager, care services for persons with disability
134300	Manager, care services for elderly
134400	Manager, social welfare
134500	Education managers
134515	Manager, educational institution (post-secondary education)
134520	Manager, educational institution (compulsory education)
134600	Manager, financial and insurance services
134900	Manager, professional services not elsewhere classified
211300	Chemist
211400	Geologists and geophysicists
212000	Mathematicians, actuaries and statisticians
213100	Biologists, botanists, zoologists and related professionals

ISCO 08 Code	Description
213200	Adviser, farming, forestry and fisheries
213300	Environmental protection professional
214102	Engineer, industrial
214400	Engineer, mechanical
214405	Engineer, aircraft
214415	Engineer, marine
214500	Engineer, chemical
214600	Engineer, mining, metallurgists and related professionals
214900	Engineering professionals not elsewhere classified
215100	Engineer, electrical
215200	Engineer, electronics
216100	Architects and engineers, civil (perit)
216300	Product and garment designer
216404	Planners, town and traffic
216500	Cartographers and surveyors
216600	Graphic and multimedia designers
216612	Designer, graphic
216613	Designer, multimedia
216616	Designer, web
221104	Doctor, general practice (gp)
221105	Doctor, medical (other)
221202	Anaesthetist
221203	Cardiologist
221204	Dermatologist
221206	Radiologist (interprets x-ray results - usually with degree)
221228	Pathologist
221232	Physician, sports
221233	Psychiatrist
221236	Surgeon
221238	Registrar, medical
222100	Nursing professional (nurse state registered - srn)
222200	Midwifery professional
223000	Traditional and complementary medicine professional

ISCO 08 Code	Description
225000	Veterinarian
226100	Dentist
226200	Pharmacist
226300	Environmental, occupational health and hygiene professional
226402	Physiotherapist
226500	Dieticians and nutritionists
226600	Audiologists and speech therapists
226700	Optometrists, orthoptists and ophthalmic opticians
226900	Health professionals not elsewhere classified
226902	Podiatrist
226908	Occupational therapist
226909	Therapist, orientation of the blind
231000	Lecturer, university and higher education
233000	Teacher, secondary education
234100	Teacher, primary education
234200	Teaching professional pre-primary education (ecec teacher)
234204	Kindergarten assistant
235100	Education methods specialists
235101	Guidance teacher
235106	Education professional, curricula
235108	Education, officer
235200	Teacher, special needs
235301	Teacher, english language school (tefl)
235400	Other music teacher
235500	Other arts teacher
235600	Trainer, information technology
235900	Teaching professional not elsewhere classified
241100	Accountant
241104	Adviser, taxation
241107	Auditor
241109	Anti fraud agent
241110	Financial controller
241200	Adviser, financial and investment

ISCO 08 Code	Description
241305	Consultant, investment and financial analysis
242100	Analyst, management and organisation
242107	Consultant, management
242110	Business professional not elsewhere classified
242200	Policy administration professional
242211	Senior principal
242212	Research analyst
242300	Personnel and careers professional
242400	Training and staff development professional
243100	Advertising and marketing professional
243200	Public relations officer (pro)
243300	Sales representative, medical
243306	Consultant, sales, engineering
243400	Information and communications technology sales professional
251100	Systems analyst, computers
251200	Programmers and developers, software
251300	Developer, web and multimedia
252100	Database designers and administrators
252200	System administrator
252300	Computer network professional
252900	Database and network professionals not elsewhere classified
252901	ICT security professional
263100	Economist
263200	Sociologists, anthropologists and related professionals
263300	Philosophers, historians and political scientists
263400	Psychologist
263404	Psychotherapist
263500	Social work and counselling professionals
264100	Authors and related writers
264200	Journalist
264300	Translators, interpreters and other linguists
265100	Artist, visual
265117	Restorer, art

ISCO 08 Code	Description
265200	Musicians, singers and composers
265300	Dancers and choreographers
265400	Film, stage and related directors and producers
265501	Actor
265600	Announcer on radio, television and other media
265900	Artist, creative and performance not elsewhere classified
311100	Technician, chemical and physical science
311200	Technician, civil engineering
311300	Technician, electrical engineering
311400	Technician, electronics and telecommunications engineering
311401	Computer engineering assistant (hardware)
311500	Technician, mechanical engineering
311501	Technician, aircraft engineering
311502	Technician, marine engineering
311505	Dockmaster
311508	Inspector, quality, mechanical products
311512	Surveyor, marine
311600	Technician, chemical engineering
311700	Technician, mining and metallurgical
311800	Draughtsperson
311900	Technician, physical and engineering science not elsewhere classified
311917	Foreman
312104	Coordinator, construction and quarrying
312200	Supervisor, manufacturing
313100	Operator, power production plant
313200	Operator, incinerator and water treatment plant
313300	Controller, chemical processing plant
313400	Operator, petroleum and natural gas refining plant
313500	Controller, metal production process
313900	Process control technician not elsewhere classified
314100	Technician, life science (excluding medical)
314200	Technician, agricultural
315200	Ships' deck officers and pilots (master/boatmaster/mate)

ISCO 08 Code	Description
315201	Ships' captain
315203	Mooring man
315300	Aircraft pilots and related associate professionals
315400	Air traffic controller
315500	Technician, air traffic safety electronics
321100	Technician, medical imaging and therapeutic equipment
321112	Radiographer
321200	Laboratory scientist, medical (medical lab scientist - mls)
321300	Pharmaceutical technicians and assistants
321401	Dental technician (does not assist dentist)
321418	Technician, hearing aid
321419	Technicians and repairers, orthotic and prosthetic
322100	Nursing associate professional
322200	Midwifery associate professional
323000	Traditional and complementary medicine associate professional
324000	Veterinary technicians and assistants
325100	Dental assistants and therapists
325200	Technician, medical records and health information
325300	Community health worker
325400	Dispensing optician
325500	Physiotherapy technicians and assistants
325510	Masseur/masseuse
325600	Medical assistant
325700	Inspector, occupational health, safety and environment
325805	Paramedic, ambulance
325900	Health associate professional not elsewhere classified
331100	Dealer/ broker, securities and finance
331200	Credit and loans officer
331300	Accounting associate professional
331400	Statistical, mathematical and related associate professional
331500	Valuers and loss assessors
332100	Insurance representative
332300	Buyer (purchasing, procurement, supply officer, merchandiser)

ISCO 08 Code	Description
332400	Trade broker
333907	Promoter, sports
333908	Management consultant (without degree or diploma)
334127	Executive officer (eo)
334300	Personal assistant (pa), administrative secretaries and related associate professionals
334306	Administrative officer (ao)
334400	Medical secretary
335100	Inspector, customs and border
341204	Psychology assistant
342100	Athletes and sports players
342200	Sports coaches, instructors and officials
342300	Fitness, recreation instructors and program leaders
343204	Interior and commercial designers and decorators
343300	Technician, gallery, museum and library
343500	Other artistic and cultural associate professional
351101	Computer engineering assistant (operations)
351201	Technician, computer
351202	Computer assistant
351300	Technician, computer networks and systems
351400	Web technicians & administrators
352100	Technician, broadcasting and audio-visual
352103	Editor, audio-visual (video, film)
352108	Assistant, production/ media
352116	Operator, audio equipment
352212	Technician, telecommunications
531100	Child care worker
531105	Nanny
532100	Health care assistant
532112	Nurse aide, nursing aide
532118	Care worker, personal (institution-based)
532120	Paramedic aide
532900	Personal care workers in health services not elsewhere classified

Notes

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