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SOMMARJU – SUMMARY

Notifikazzjonijiet tal-Gvern ..... 13,905 - 13,919
Government Notices ..... *13,905 - 13,919*

Avviżi tal-Qorti 13,920
Court Notices *13,920*

NOTIFIKAZZJONIJIET TAL-GVERN

Nru. 1623

PUBBLIKAZZJONI TA' ABBOZZ TA' LIĠI FIS-SUPPLIMENT

HUWA avżat għall-informazzjoni ġenerali illi l-Abbozz ta' Liġi li ġej huwa ppubblikat fis-Suppliment li jinsab ma' din il-Gazzetta:

Abbozz ta' Liġi Nru 75 imsejjaħ l-Att tal-2023 li jemenda l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Emenda Nru 2).

It-23 ta' Novembru, 2023

Nru. 1624

BORD TA' REVIŻJONI DWAR KUNTRATTI PUBBLIĊI

NGĦARRFU għall-informazzjoni ta' kulħadd illi, bis-saħħa tas-setgħat mogħtija lilu bir-regolament 84 tar-Regolamenti dwar il-Kuntratti Pubbliċi L.S. 601.03, il-Ministru għall-Finanzi u x-Xogħol għoġbu jaħtar lis-Sur Henry Fenech bħala Segretarju fuq il-Bord ta' Reviżjoni dwar il-Kuntratti Pubbliċi għal perijodu ta' tliet snin b'seħħ mit-23 ta' Novembru, 2023.

L-20 ta' Novembru, 2023

Nru. 1625

ĦATRA TA'AĠENT KUMMISSARJU TAT-TAXXI U D-DWANA

IS-SEGRETARJU Permanenti fil-Ministeru għall-Finanzi u x-Xogħol, approva l-ħatra temporanja li ġejja:

ISEM *NAME*	POŻIZZJONI *POSITION*	DIPARTIMENT *DEPARTMENT*	DATA *DATE*
Is-Sur Shawn Agius	Kummissarju tat-Taxxa u d-Dwana *Commissioner for Tax and Customs*	Amministrazzjoni tat-Taxxa u d-Dwana ta' Malta *Malta Tax and Customs Administration*	4.12.2023 - 5.12.2023

It-23 ta' Novembru, 2023

GOVERNMENT NOTICES

No. 1623

PUBLICATION OF BILL IN SUPPLEMENT

IT is notified for general information that the following Bill is published in the Supplement to this Gazette:

Bill No. 75 entitled the Employment and Industrial Relations (Amendment No. 2) Act, 2023.

23rd November, 2023

No. 1624

PUBLIC CONTRACTS REVIEW BOARD

IT is notified for general information that, in exercise of the powers conferred by Regulation 84 of the Public Procurement Regulations S.L. 601.03, the Minister for Finance and Employment has appointed Mr Henry Fenech as Secretary to the Public Contracts Review Board for a period of three years with effect from 23rd November, 2023.

20th November, 2023

No. 1625

APPOINTMENT OF ACTING COMMISSIONER FOR TAX AND CUSTOMS

THE Permanent Secretary in the Ministry for Finance and Employment, has approved the following acting appointment:

ISEM *NAME*	POŻIZZJONI *POSITION*	DIPARTIMENT *DEPARTMENT*	DATA *DATE*
Is-Sur Shawn Agius	Kummissarju tat-Taxxa u d-Dwana *Commissioner for Tax and Customs*	Amministrazzjoni tat-Taxxa u d-Dwana ta' Malta *Malta Tax and Customs Administration*	4.12.2023 - 5.12.2023

23rd November, 2023

No. 1626

DIPARTIMENT TAR-RELAZZJONIJIET INDUSTRIJALI U TAL-IMPJIEG

Noti ta' Spjegazzjoni

1. Introduzzjoni

Titolu tar-Regolamenti	Regolamenti tal-2023 dwar Aġenziji tal-Impjieg, hawn aktar 'il quddiem imsejħa "r-regolamenti"
Attività li se tiġi regolata	Aġenziji tal-Impjieg, inklużi aġenziji ta' reklutaġġ, aġenziji ta' xogħol temporanju u aġenziji tal-outsourcing
Entità responsabbli	Dipartiment tar-Relazzjonijiet Industrijali u tal-Impjieg

2. Sommarju u Sfond

2.1 Għanijiet u Objettivi tal-liġi

L-għan ta' dawn ir-regolamenti huwa sabiex ikun żgurat li aġenziji tal-impjieg ikunu soġġetti għal sorveljanza stretta, u jiġi żgurat li l-operat tagħhom jiġi imwettaq b'mod regolat u responsabbli. Dan jitwettaq billi tiġi stabbilita governanza komprensiva, iżżomm standards rigoruż għall-operat fi ħdan l-industrija u tistabbilixxi sistema ta' kontrolli u bilanċi li trawwem ġestjoni trasparenti u etika fl-attivatijiet ta' aġenziji tal-impjieg. L-oġġettiv aħħari hu sabiex jiġu salvagwardjati l-interessi tal-partijiet interessati kollha u tinżamm l-integrità tas-suq tax-xogħol.

2.2 L-Importanza tar-regolamenti

Dawn ir-regolamenti jkopru l-aġenziji tal-impjieg u, jew negozji tal-impjieg li jwettqu kwalunkwe attività f'Malta:

(a) għar-reklutaġġ ta' persuni għall-impjieg ġewwa jew barra minn Malta;

(b) bħala aġenzija ta' xogħol temporanju; jew

(c) aġenzija tal-outsourcing.

2.3 Konsultazzjoni Pubblika

Il-konsultazzjonijiet saru mal-Bord tar-Relazzjonijiet dwar l-Impiegi. Il-Bord tar-Relazzjonjiet dwar l-Impiegi huwa bord tripartit, li jinkludi fih trade unions, l-assoċjazzjonijiet ta' min iħaddem, u r-rappreżentanza tal-Gvern kif stipulat f'artikolu 3 tal-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

3. Ħarsa ġenerali lejn l-istruttura tal-instrument

Ir-regolamenti huma magħmula minn tnejn u għoxrin (22) regolament u żewġ (2) Skedi u jikkonsistu f'dawn li ġejjin:

1. Titolu u bidu fis-seħħ.

2. Tifsir.

3. Kondizzjonijiet għall-operat ta' aġenziji jew negozji tal-impjieg.

4. Dispożizzjonijiet tranżitorji fir-rigward ta' aġenziji jew negozji tal-impjieg eżistenti jew ġodda li jipprovdu reklutaġġ ta' persuni.

5. Applikazzjoni għal-liċenzja u tiġdid.

6. Avviż tal-intenzjoni.

7. Kondizzjonijiet ta' liċenzja.

8. Persuna kompetenti.

9. Rifjut jew revoka jew varjazzjoni fil-liċenzja.

10. L-ebda pagament ma għandu jintalab.

11. Proċeduri li għandhom jiġu osservati.

12. Impjieg ta' barranin.

13. Riklami.

14. Informazzjoni kunfidenzjali.

15. Sfurzar.

16. Drittijiet tad-Direttur.

17. Artikolu 110 tal-Kostituzzjoni.

18. Oneru tal-provi.

19. L-Amministrazzjoni tal-Fond ta' Garanzija tal-Aġenziji.

20. Garanzija bankarja u l-użu tagħha.

21. Pieni.

22. Appelli.

L-Ewwel Skeda.

It-Tieni Skeda.

4. Kummentarju dwar ir-regolamenti jew partijiet minnhom

4.1 Il-kondizzjonijiet għall-operat ta' aġenziji jew negozji tal-impjieg

Ir-regolament 3 jispeċifika il-kondizzjonijiet li taħthom individwi jew entitatijiet ikunu jistgħu joperaw legalment aġenziji jew negozji tal-impjieg. Jistipula l-proċess għall-applikazzjoni u jipprojbixxi wkoll ftehim ta' servizz esklussivi bejn aġenziji tal-impjieg jew negozji tal-impjieg, u impriżi utenti, u titlob illi negozji tal-impjiegi ma jirreġistrawx impjegati taħt isimhom stess sakemm ma jkunux qegħdin jaħdmu b'mod esklussiv għall-imsemmi negozju.

4.2 Dispożizzjonijiet tranżitorji fir-rigward ta' aġenziji jew negozji tal-impjieg eżistenti jew ġodda.

Ir-regolament 4 jindirizza l-arranġamenti tranżitorji għall-aġenziji jew negozji tal-impjieg eżistenti jew ġodda fost tibdiliet regolatorji.

Matul it-tranżizzjoni mil-liċenzjar qadim għall-ġdid, l-aġenziji jew negozji tal-impjieg huma mitluba sabiex jikkonformaw ma' kwalunkwe direzzjoni u kondizzjonijiet imposti mid-Direttur. Jekk ikun hemm kunflitt bejn il-kondizzjonijiet ġodda u dawk tal-liċenzja eżistenti, il-kondizzjonijiet stabbiliti ġodda għandhom jipprevalu.

Għal dawk li qegħdin japplikaw għal-liċenzja ġdida għall-ewwel darba, l-applikazzjonijiet jistgħu jiġu sottomessi mill-1 ta' Jannar 2024.

4.3 Applikazzjoni għal-liċenzja u tiġdid

Ir-regolament 5 jiddeskrivi l-proċeduri dettaljati sabiex tapplika u ġġedded liċenzji għall-aġenziji tal-impjieg jew negozji tal-impjieg. Din id-dispożizzjoni hi strutturata sabiex tiżgura li l-applikanti jissottomettu l-informazzjoni b'mod komprensiv, u tippromwovi t-trasparenza u l-affidabiltà fl-operat ta' tali negozji.

4.4 Avviż tal-intenzjoni

Ir-regolament 6 jiddeskrivi prerekwiżit għall-ipproċessar ta' applikazzjoni għal liċenzja skont ir-regolamenti. Dan jipprovdi punt ta' kontroll proċedurali ċar, li jiżgura li applikanti jkunu konfromi ma' rekwiżiti preċedenti qabel mad-Direttur ikompli jikkunsidra aktar l-applikazzjoni tagħhom.

4.5 Kondizzjonijiet tal-liċenzja

Ir-regolament 7 jiddeskrivi l-kondizzjonijiet u l-proċeduri amministrattivi assoċjati mal-ħruġ, it-tiġdid, il-ġestjoni, u t-trasferiment ta' liċenzji għall-operat ta' aġenzija jew negozju tal-impjieg. Dan il-qafas hu essenzjali sabiex jiġi żgurat li dawn l-aġenziji joperaw f'kuntest legali strutturat, bid-Direttur ikollu rwol ċentrali fis-sorveljanza.

4.6 Persuna kompetenti

Ir-regolament numru 8 jispjega l-kwalifiki u l-obbligi li jappartjenu għall-persuna kompetenti li tmexxi l-aġenzija tal-impjieg jew negozju tal-impjieg taħt il-qafas regolatorju.

4.7 Rifjut jew revoka jew varjazzjoni fil-liċenzja

Ir-regolament 9 jipprovdi deskrizzjoni dettaljata u komprensiva tal-qafas regolatorju li jirregola l-ħruġ, it-tiġdid, ir-rifjut, u r-revoka ta' liċenzji għall-aġenziji u n-negozji tal-impjieg f'Malta.

Id-Direttur għandu l-awtorità li jissorvelja dawn il-proċessi, sabiex jiżgura li individwi u entitajiet tajba u xierqa biss jitħallew joperaw f'dan is-settur.

Dan il-qafas jidher li huwa strett u komprensiv, b'enfasi ċara fuq iż-żamma tal-integrità tal-industrija tas-servizzi tal-impjiegi. Id-Direttur jista' jieħu azzjoni negattiva kontra applikanti jew liċenzjati għal diversi raġunijiet, inkluż in-nuqqas ta' konformità mal-liġijiet u r-regolamenti, diskrepanzi bejn l-attivitajiet tal-entità ġuridika u l-objettivi ddikjarati tagħha, u tħassib dwar il-karattru u l-isfond kriminali ta' individwi ewlenin assoċjati mal-applikant jew il-liċenzjat.

Id-dispożizzjonijiet jipprovdu wkoll għat-trasparenza u l-għarfien l-pubbliku hekk kif id-deċiżjonijiet ta' revoka jew ta' rifjut ta' tiġdid ta' liċenzja għandhom jitħabbru pubblikament, filwaqt li jiġi żgurat li l-industrija u l-pubbliku jkunu infurmati dwar entitajiet li naqsu milli jissodisfaw l-istandards regolatorji.

Ir-rekwiżit għall-waqfien immedjat tal-operazzjonijiet mar-revoka jew in-nuqqas ta' tiġdid tal-liċenzja, bla ħsara għal regolamentazzjoni ulterjuri, jenfasizza l-ambjent regolatorju strett li fih għandhom joperaw l-aġenziji u n-negozji tal-impjieg.

4.8 L-ebda pagament ma għandu jintalab

Ir-regolament 10 jistabbilixxi protezzjonijiet ċari għal dawk li qed ifittxu impjieg u għall-impjegati, u jipprojbixxi kwalunkwe ħlas għas-servizzi tal-impjieg jew tnaqqis mill-pagi għal dawn is-servizzi.

4.9 Proċeduri li għandhom jiġu osservati

Ir-regolament 11 jiddeskrivi l-proċeduri mandatorji għall-aġenziji tal-impjieg, filwaqt li jenfasizza t-trasparenza u ż-żamma tar-rekords. In-nuqqas ta' konformità titqies bħala reat, b'enfasi fuq l-importanza tar-regolament għal prattiki ta' reklutaġġ etiku.

4.10 Impjieg ta' barranin

Ir-regolament 12 jiddeskrivi l-kondizzjonijiet li taħthom l-aġenziji tal-impjieg jistgħu iwettqu ma' barranin li jkunu qegħdin ifittxu xogħol f'Malta. Hu jenfasizza r-rekwiżit li tali impjieg jiġi awtorizzat skont l-Att dwar l-Immigrazzjoni (Kap. 217), u b'hekk jgħaqqad il-prattiki tal-impjieg mal-liġi dwar l-immigrazzjoni sabiex tiġi żgurata l-konformità legali għal ċittadini li mhumiex Maltin li jaħdmu fil-pajjiż.

4.11 Riklami

Ir-regolament 13 jenfasizza l-obbligi tal-aġenziji tal-impjiegi fir-rigward tar-reklamar u l-komunikazzjoni mal-applikanti għal impjieg. Hu jeżiġi tweġibiet bil-miktub lill-applikanti u jipprojbixxi riklami anonimi ta' impjieg milli jitolbu ritratti, filwaqt li tiżgura t-trasparenza u l-privatezza. In-nuqqas ta' konformità jitqies bħala reat, u jestendi r-responsabbiltà lill-edituri sabiex jiżguraw li dawn l-istandards jintlaħqu f'kontenut ippubblikat jew imxandar.

4.12 Informazzjoni kunfidenzjali

Ir-regolament 14 jiddeskrivi l-obbligi stretti ta' kunfidenzjalità għall-aġenziji u n-negozji, filwaqt li jipprovdi li għandhom jipproteġu l-informazzjoni pprovduta mill-applikanti u l-utenti.

4.13 Sfurzar

Ir-regolament 15 jipprojbixxi b'mod espliċitu prattiki koerċittivi minn detenturi ta' liċenzja ta' aġenziji tal-impjieg, u jiddeskrivi azzjonijiet li huma meqjusa illegali, bħar-restrizzjoni tal-moviment tal-impjegati, it-tqarriq tal-impjegati sabiex jidħlu fid-dejn, u l-isfurzar tax-xogħol involontarju. Jiddeskrivi wkoll ir-rispons regolatorju għal tali ksur, inkluż ir-revoka tal-liċenzja mid-Direttur wara notifika mill-awtoritajiet. Barra minn hekk, jenfasizza li tali projbizzjonijiet huma addizzjonali għal kwalunkwe konsegwenza ċivili jew kriminali li tista' tapplika.

4.14 Drittijiet tad-Direttur

Ir-regolament 16 jagħti lid-Direttur l-awtorità sabiex jeżamina l-kotba u r-rekords u jitlob informazzjoni minn kwalunkwe aġenzija jew negozju tal-impjieg liċenzjati li joperaw f'Malta sabiex jiżgura l-konformità mal-kondizzjonijiet u r-regolamenti tal-liċenzjar.

4.15 Artikolu 110 tal-Kostituzzjoni

Ir-regolament 17 jiddikjara li l-ebda persuna ma tista' twettaq is-servizzi msemmija fl-artikolu 110(6) tal-Kostituzzjoni.

4.16 Oneru tal-provi

Ir-regolament 18 iqiegħed l-oneru tal-provi fuq l-aġenzija tal-impjieg jew in-negozju tal-impjieg.

4.17 Amministrazzjoni tal-Fond ta' Garanzija tal-Aġenziji

Ir-regolament 19 jipprovdi dettalji dwar l-istruttura u l-funzjonijiet tal-Bord Amministrattiv. Hu jiddeskrivi l-kompożizzjoni tal-bord, il-qafas regolatorju għall-proċedimenti tiegħu, ir-responsabbiltajiet taż-żamma tar-rekords u s-setgħa li jitlob assistenza esperta.

4.18 Garanzija bankarja u l-użu tagħha

Ir-regolament 20 jistabbilixxi mekkaniżmu ta' assigurazzjoni finanzjarja sabiex irawwem il-konformità mal-obbligi ta' liċenzjar mill-aġenziji ta' xogħol temporanju u l-aġenziji tal-outsourcing. Dan il-mekkaniżmu jieħu l-forma ta' garanzija bankarja mandatorja li l-ammont tagħha hu speċifikat fir-regolament.

Tali aġenziji għandhom jipprovdu garanzija bankarja qabel ma jibda l-operat. Din il-garanzija bankarja taġixxi bħala salvagwardja monetarja sabiex tiżgura li l-aġenziji jimxu mal-istandards regolatorji matul il-perjodu kollu tal-liċenzja tagħhom u tispeċifika t-telf tal-garanzija bankarja lill-Bord Amministrattiv jekk il-liċenzja ta' aġenzija tiġi revokata jew ma tiġġeddidx, u tindika l-konsegwenzi finanzjarji serji tan-nuqqas ta' konformità.

Dan ir-regolament jiddeskrivi wkoll il-proċedura għall-impjegati terminati ta' tali aġenziji sabiex jinfurmaw lill-awtoritajiet u jitolbu s-sehem tagħhom tal-garanzija bankarja mitlufa, filwaqt li jistabbilixxu rikors ċar għall-impjegati affettwati mill-waqfien tan-negozju ta' min iħaddimhom minħabba ksur regolatorju.

4.19 Pieni

Ir-regolament 21 jistabbilixxi l-multi assoċjati mal-ksur tar-regolamenti, u jistabbilixxi qafas punittiv ċar għall-infurzar b'multi li jvarjaw b'mod sinifikanti, li jirriflettu s-severità u l-intenzjoni leġiżlattiva sabiex jiskoraġġixxi n-nuqqas ta' konformità permezz ta' diżinċentivi ekonomiċi sostanzjali.

Dispożizzjoni oħra timponi pieni saħansitra aktar stretti għall-operat mingħajr liċenzja valida, li tenfasizza l-importanza kritika tal-liċenzjar fl-iskema regolatorja. Il-multi konsiderevoli għal operazzjonijiet mhux liċenzjati jenfasizzaw ir-riskju akbar li dawn l-attivitajiet joħolqu għall-impjegati u l-integrità tas-settur tas-servizzi tal-impjiegi.

4.20 Appelli

Ir-regolament 22 jistabbilixxi d-dritt ta' appell minn deċiżjonijiet meħuda fir-rigward tal-liċenzjar u r-regolamentazzjoni tal-aġenziji tal-impjieg, filwaqt li jistabbilixxi mekkaniżmu għal rieżami sabiex jiġu żgurati l-ġustizzja u l-proċess ġust fi ħdan il-qafas regolatorju.

Il-Bord tal-Appelli tal-Aġenziji tal-Impieg hu l-korp stabbilit skont l-Att sabiex jisma' dawn l-appelli. Din l-istituzzjoni sservi bħala rikors għall-applikanti jew il-liċenzjati li jikkontestaw deċiżjonijiet regolatorji, u b'hekk tipprovdi verifika dwar l-eżerċizzju tas-setgħa mid-Direttur u tiżgura li d-deċiżjonijiet li jaffettwaw l-aġenziji tal-impjiegi jkunu soġġetti għal sorveljanza.

4.21 Esklużjoni

L-Ewwel Skeda tipprovdi t-tipi ta' servizzi li ma humiex soġġetti għar-rekwiżiti ta' liċenzjar stabbiliti mir-regolamenti. Din il-lista ta' eżenzjoni tipprovdi konfini ċari għall-applikazzjoni tar-regolamenti, u b'hekk tnaqqas il-piż regolatorju fuq ċerti provdituri tas-servizzi professjonali u tekniċi.

L-Iskeda tispeċifika wkoll li dawn l-eżenzjonijiet japplikaw irrispettivament minn jekk dawn is-servizzi jingħataw fil-fond tal-klijent tal-aġenzija tal-outsourcing. Din l-inklużjoni tiżgura li l-post tal-provvista tas-servizz ma jġibx b'mod involontarju servizz eżentat taħt l-iskop ta' applikazzjoni tar-regolamenti.

4.22 Drittijiet

It-Tieni Skeda tispeċifika d-drittijiet pagabbli għall-applikazzjoni u t-tiġdid tal-liċenzji rispettivi.

4.23 Tħassir tar-Regolamenti dwar Aġenziji tal-Impjieg

Ir-Regolamenti dwar Aġenziji tal-Impjieg (L.S. 594.18) qegħdin jiġu mħassra b'Avviż Legali separat u sostitwiti b'dawn ir-regolamenti.

5. Sezzjoni Konklużiva

Dawn ir-regolamenti għandhom jidħlu fis-seħħ fl-1 ta' April 2024, u d-dipartiment jista' jibda jirċievi applikazzjonijiet għal aġenziji ġodda mill-1 ta' Jannar 2024. L-applikanti ġodda għandhom jingħataw perjodu tranżitorju ta' xahrejn (2) mid-dħul fis-seħħ ta' dawn ir-regolamenti sabiex jissodisfaw l-obbligi tagħhom.

NB. Din in-Nota ta' Spjegazzjoni mhijiex maħsuba biex tkun deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment leġiżlattiv għalih. Din in-Nota ma tfissirx li hija deċiżjoni awtorpevoli dwar l-interpretazzjoni tal-leġiżlazzjoni.

It-23 ta' Novembru, 2023

No. 1626

DEPARTMENT FOR INDUSTRIAL AND EMPLOYMENT RELATIONS

Explanatory Notes

1. Introduction

Title of regulations	Employment Agencies Regulations, 2023, hereinafter referred to as "the regulations"
Activity to be regulated	Employment Agencies, including recruitment agencies, temporary work agencies and outsourcing agencies
Responsible entity	Department for Industrial and Employment Relations

2. Summary and Background

2.1 Aims & Objectives of the legislation

The scope of these regulations is to ensure that employment agencies are subject to stringent oversight, ensuring their operations are conducted in an orderly and accountable manner. This is accomplished by establishing comprehensive governance, upholding rigorous standards for operating within the industry, and establishing a system of checks and balances that foster transparent and ethical management of employment agencies' activities. The ultimate goal is to safeguard the interests of all stakeholders and uphold the integrity of the employment market.

2.2 Importance of the regulations

These regulations cover employment agencies and, or employment businesses that carry out any activity in Malta:

(a) for the recruitment of persons for employment in or outside Malta;

(b) as a temporary work agency; or

(c) as an outsourcing agency.

2.3 Public Consultation

Consultations were held with the Employment Relations Board. The Employment Relations Board is a tripartite board which comprises trade unions and employers' associations representatives and Government representatives as stipulated article 3 of the Employment and Industrial Relations Act (Cap. 452).

3. Overview of the structure of the instrument

The regulations are made up of twenty-two (22) regulations and two (2) Schedules and consist of the following:

1. Citation and commencement.

2. Interpretation.

3. Conditions for operating employment agencies or businesses.

4. Transitory provisions in respect of existing or new employment agencies or businesses providing the recruitment of persons.

5. Application for licence and renewal.

6. Notice of intention.

7. Conditions of a licence.

8. Competent person.

9. Refusal or revocation or varying of licence.

10. No payment to be demanded.

11. Procedures to be observed.

12. Employment of expatriates.

13. Advertisements.

14. Confidential information.

15. Coercion.

16. Director's rights.

17. Article 110 of the Constitution.

18. Burden of proof.

19. Administration of the Agencies Guarantee Fund.

20. Bank guarantee and its utilisation.

21. Punishments.

22. Appeals.

First Schedule.

Second Schedule.

4. Commentary on the regulations.

4.1 Conditions for operating employment agencies or businesses

Regulation 3 specifies the conditions under which individuals or entities can legally operate employment agencies or businesses. It stipulates the application process and also prohibits exclusive service agreements between employment agencies or employment businesses and user undertakings and requires that employment businesses do not register employees under their own name unless they are exclusively working for the said business.

4.2 Transitory Provisions in respect of existing or new employment agencies or businesses

Regulation 4 addresses the transitional arrangements for existing or new employment agencies or businesses amid regulatory changes.

During the transition from the old to new licensing regime, the employment agencies or businesses are required to comply with any directions and conditions imposed by the Director. If there is a conflict between the new conditions and those of the existing license, the newly established conditions shall prevail.

For those applying for a new licence for the first time, applications can be submitted from the 1st of January 2024.

4.3 Application for licence and renewal

Regulation 5 outlines the detailed procedures for applying for and renewing licences for employment agencies or employment businesses. This provision is structured to ensure that applicants submit comprehensive information, promoting transparency and accountability in the operation of such businesses.

4.4 Notice of intention

Regulation 6 delineates a prerequisite for the processing of an application for a licence. It provides a clear procedural checkpoint, ensuring that applicants have adhered to prior requirements before further consideration of their application by the Director.

4.5 Conditions of a licence

Regulation 7 outlines the conditions and administrative procedures associated with the issuance, renewal, management, and transfer of licences for operating an employment agency or business. This framework is quintessential in ensuring that such agencies operate within a structured legal context, with the Director playing a pivotal role in oversight.

4.6 Competent person

Regulation 8 explains the qualifications and obligations pertaining to the competent person who is at the helm of managing an employment agency or employment business under the regulatory framework.

4.7 Refusal or revocation or varying of licence

Regulation 9 provides a detailed and comprehensive outline of the regulatory framework governing the issuance, renewal, refusal, and revocation of licences for employment agencies and businesses in Malta. The Director is vested with the authority to oversee these processes, ensuring that only fit and proper individuals and entities are permitted to operate within this sector.

This framework appears to be stringent and thorough, with a clear emphasis on upholding the integrity of the employment services industry. The Director can take adverse action against applicants or licensees on various grounds, including non-compliance with laws and regulations, discrepancies between a legal entity's activities and its stated objectives, and concerns regarding the character and criminal background of key individuals associated with the applicant or licensee.

The provisions also cater for transparency and public awareness, as decisions to revoke or refusal to renew a licence shall be publicly announced, ensuring that the industry and the public are informed of entities that have failed to meet regulatory standards.

The requirement for immediate cessation of operations upon license revocation or non-renewal, without prejudice to further regulation, highlights the strict regulatory environment in which employment agencies and businesses shall operate.

4.8 No payment to be demanded

Regulation 10 establishes clear protections for job seekers and employees, prohibiting any charges for employment services or deductions from wages for such services.

4.9 Procedures to be observed

Regulation 11 outlines mandatory procedures for employment agencies, emphasising transparency and record-keeping. Non-compliance is considered an offence, emphasising the regulation's importance for ethical recruitment practices.

4.10 Employment of expatriates

Regulation 12 delineates conditions under which employment agencies may engage with expatriates seeking work in Malta. It highlights the requirement for such employment to be authorised in accordance with the Immigration Act (Cap. 217), thereby linking employment practices with immigration law to ensure legal compliance for non-Maltese nationals working in the country.

4.11 Advertisements

Regulation 13 emphasises the obligations of employment agencies regarding advertising and communication with job applicants. It mandates written responses to applicants and prohibits

anonymous job adverts from requesting photographs, ensuring transparency and privacy. Non-compliance constitutes an offence, extending responsibility to editors for ensuring these standards are met in published or broadcasted content.

4.12 Confidential Information

Regulation 14 outlines the strict confidentiality obligations for employment agencies and businesses, providing that they shall protect the information provided by applicants and users.

4.13 Coercion

Regulation 15 explicitly prohibits coercive practices by licence holders of employment agencies, detailing actions that are considered unlawful, such as restricting employee movement, deceiving employees into debt, and forcing involuntary labour. It also outlines the regulatory response to such infractions, including license revocation by the Director upon notification from authorities. Furthermore, it emphasises that such prohibitions are in addition to any civil or criminal consequences that may apply.

4.14 Director's rights

Regulation 16 grants the Director the authority to examine the books and records and request information from any licensed employment agency or business operating in Malta to ensure compliance with licensing conditions and regulations.

4.15 Article 110 of the Constitution

Regulation 17 states that no person may perform the services referred to in article 110(6) of the Constitution.

4.16 Burden of proof

Regulation 18 places the burden of proof on the employment agency or employment business.

4.17 Administration of the Agencies Guarantee Fund

Regulation 19 details the structure and functions of the Administration Board. It outlines the composition of the board, the regulatory framework for its proceedings, record-keeping responsibilities and the power to enlist expert assistance.

4.18 Bank Guarantee and its Utilisation

Regulation 20 establishes a financial assurance mechanism to foster compliance with licensing obligations by temporary work agencies and outsourcing agencies. This mechanism takes the form of a mandatory bank guarantee whose amount is specified in the regulation.

Such agencies shall provide a bank guarantee before they commence operations. This bank guarantee acts as a monetary safeguard to ensure agencies adhere to regulatory standards throughout the duration of their licence and outlines the forfeiture of the bank guarantee to the Administration Board if an agency's licence is revoked or not renewed, indicating the serious financial consequences of non-compliance.

This regulation also outlines the procedure for terminated employees of such agencies to inform the authorities and claim their share of the forfeited bank guarantee, establishing a clear recourse for employees affected by the cessation of their employer's business due to regulatory breaches.

4.19 Punishments

Regulation 21 establishes the fines (multa) associated with breaches of the regulations, establishing a clear punitive framework for enforcement with fines ranging significantly, reflecting the severity and the legislative intent to deter non-compliance through substantial economic disincentives.

A further provision imposes even more stringent punishments for operating without a valid licence, emphasising the critical importance of licensing in the regulatory scheme. The considerable fines for unlicensed operations highlight the heightened risk such activities pose to employees and the employment services sector's integrity.

4.20 Appeals

Regulation 22 establishes the right to appeal decisions made regarding the licensing and regulation of employment agencies, setting forth a mechanism for review to ensure fairness and due process within the regulatory framework.

The Employment Agencies Appeals Board is the body established under the Act to hear such appeals. This institution serves as a recourse for applicants or licensees seeking to challenge regulatory decisions, thus providing a check on the exercise of power by the Director and ensuring that the decisions affecting employment agencies are subject to oversight.

4.21 Exclusion

The First Schedule provides the types of services that are not subject to the licensing

requirements established by the regulations. This exemption list provides clear boundaries for the application of the regulations, thereby reducing the regulatory burden on certain professional and technical service providers.

The Schedule also specifies that these exemptions apply regardless of whether these services are rendered at the premises of the outsourcing agency's client. This inclusion ensures that the location of service provision does not inadvertently bring an exempted service within the scope of the application of the regulations.

4.22 Fees

The Second Schedule specifies the fees payable for application and renewal of the respective licences.

4.23 Repeal of the Employment Agencies Regulations

The Employment Agencies Regulation (S.L. 594.18) are being repealed by a separate Legal Notice and replaced by these regulations.

5. Concluding section

These regulations shall come into force on 1st April 2024, with applications for new agencies being received by the department as from 1st January 2024. First time applicants shall be granted a transitional period of two (2) months from the coming into force of these regulations in order to fulfil their obligations.

NB. This Explanatory Note is not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. This Note does not purport to be an authoritative ruling on the interpretation of the legislation.

23rd November, 2023

No. 1627

DIPARTIMENT TAR-RELAZZJONIJIET INDUSTRIJALI U TAL-IMPJIEG

Noti ta' Spjegazzjoni

1. Introduzzjoni

Titolu tal-Att	L-Att tal-2023 li jemenda l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Emenda Nru)
Attività li għandha tiġi regolata	Aġenziji ta' Xogħol temporanju u aġenziji ta' outsourcing
Entità responsabbli	Dipartiment għar-Relazzjonijiet Industrijali u tal-Impjieg

2. Sommarju u Sfond

Waħda mill-proposti fil-Manifest Elettorali kienet li jiġi introdott mekkaniżmu ta' liċenzjar għall-aġenziji ta' xogħol temporanju.

Kien qiegħed ukoll jinħass li ir-Regolamenti li hemm fis-seħħ li jirregolaw aġenziji ta' xogħol temporanju u aġenziji ta' xogħol ma kienux robusti biżżejjed u kellhom bżonn jiġu aġġornati għal bżonnijiet tallum. Għaldaqstant, qed tiġi proposta wkoll leġislazzjoni sussidjarja taħt l-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali li tirregola l-aġenziji ta' xogħol temporanju. Barra minn hekk, ir-regolamenti li qed jiġu proposti jirrikjedu li jitwaqqfu Fond ta' Garanzija tal-Aġenziji tal-Impieg u Bord tal-Appell tal-Aġenziji tal-Impieg.

2.1 L-importanza tal-Abbozz

Dan l-Abbozz qed jipproponi li jitwaqqfu Fond ta' Garanzija tal-Aġenziji tal-Impieg u Bord tal-Appelli tal-Aġenziji tal-Impieg.

L-iskop tal-Fond ta' Garanzija tal-Aġenziji tal-Impieg huwa li jipprovdi kumpens lil kwalunkwe impjegat ta' kwalunkwe aġenzija ta' xogħol temporanju jew aġenzija ta' 'outsourcing' li kellhom l-impieg tagħhom mitmum minħabba r-revoka jew nuqqas ta' tiġdid tal-liċenzja skont id-dispożizzjonijiet ta' kwalunkwe regolamenti applikabbli. Il-Fond għandu jkollu persunalità ġuridika distinta u għandu l-kapaċità li jidħol f'kull kuntratt, li jħarrek u jiġi mħarrek u jidħol f'dawk l-operazzjonijiet kollha li jkunu inċidentali jew li jwasslu għat-twettiq tal-għanijiet tiegħu.

Huwa importanti li l-paga tal-impjegati tal-aġenziji ta' xogħol temporanju jkunu mħarsa f'każ li l-liċenzja tal-aġenzija tax-xogħol temporanju ma tiġix imġedda jew tiġi revokata.

L-iskop tal-Bord tal-Appelli huwa li jisma' appelli minn aġenziji ta' xogħol temporanju li jallegaw li id-Direttur Ġenerali għar-Relazzjonijiet Industrijali fid-deċizjoni tiegħu applika ħażin xi waħda mid-dispożizzjonijiet tar-regolamenti maħruġin taħt l-Att dwar L-Impiegi u Relazzjonijiet Industrijali dwar l-aġenziji tal-impieg

Huwa importanti li bord tal-appell bħal dan jiġi mwaqqaf kif mitlub mill-Ġustizzja naturali.

2.2 Konsultazzjoni Pubblika

Saru konsultazzjonijiet mal-Bord tar-Relazzjonijiet dwar l-Impjiegi. Il-Bord tar-Relazzjonijiet tal-Impjiegi huwa Bord tripartitiku li jinkludi wkoll rappreżentanti tat-trade unions u tal-assoċjazzjonijiet ta' min iħaddem kif stipulat fl-Att dwar l-Impiegi u r-Relazzjonijiet Industrijali (Kap. 452).

3. Ħarsa ġenerali lejn l-istruttura tal-istrument

L-artikolu 1 jistabbilixxi t-titolu u d-data tad-dħul fis-seħħ.
L-artikolu 2 jipprovdi għal emenda tal-artikolu 2 tal-Att.

L-artikolu 3 jipprovdi għaż-żieda ta' żewġ artikoli ġodda 21A u 21B mal-Att.

4. Kummentarju dwar il-Partijiet Operattivi tal-Abbozz ta' Liġi

L-artikolu 1 jistabbilixxi t-titolu tal-Abbozz ta' Liġi u d-data tad-dħul fis-seħħ, li għandha tkun xahrejn (2) mid-data tal-pubblikazzjoni tal-Att fil-Gazzetta tal-Gvern.

L-artikolu 2 jiddefinixxi "aġenzija tal-impieg", "negozju tal-impieg", "aġenzija tal-outsourcing" u "aġenzija ta' xogħol temporanju".

L-artikolu 3 jżid artikolu 21A ġdid mal-Att li jistabbilixxi l-Fond ta' Garanzija tal-Aġenziji tal-Impieg (minn hawn 'il quddiem 'il-Fond') bil-għan li jipprovdi kumpens lill-impjegati tal-aġenziji tax-xogħol temporanju li l-impieg tagħhom jintemm minħabba r-revoka jew in-nuqqas ta' tiġdid tal-liċenzja. Huwa jagħti s-setgħa lill-Ministru responsabbli għall-Impjiegi u r-Relazzjonijiet Industrijali biex jippreskrivi regolamenti li jistgħu jistabbilixxu l-mod li bih il-Fond għandu jiġi stabbilit, iffinanzjat, u amministrat, u l-mod u ċ-ċirkostanzi li fihom il-fondi għandhom jiġu utilizzati. Dan l-Artikolu jistabbilixxi wkoll id-dritt tal-Fond li jitlob rimborż ta' kwalunkwe ammont imħallas. Is-subartikolu (3) jispeċifika li l-Fond għandu jkollu personalità ġuridika distinta u għandu s-setgħa li jidħol f'kuntratti u jkun jista' jħarrek u jiġi mħarrek. Il-Fond għandu s-setgħa li jiġbor, jirkupra u jibda proċedimenti għall-infurzar tad-drittijiet mogħtija lilu, u s-subartikolu (5) jippreskrivi li r-rappreżentanza legali u ġudizzjarja tal-Fond ta' Garanzija tal-Aġenziji għandha tkun f'idejn ic-chairperson tal-awtorità stabbilita biex tamministra l-Fond.

L-Artikolu 3 iżid ukoll artikolu 21B ġdid li jistabbilixxi l-Bord tal-Appelli tal-Aġenziji tal-Impiegi (minn hawn'il quddiem 'il-Bord'). Il-Bord għandu jkun magħmul minn chairperson u żewġ (2) membri. Il-kriterji li ċ-chairperson u l-membri tal-Bord għandhom jissodisfaw huma dawn li ġejjin: iċ-Chairperson għandu jkun Avukat li jkun serva bħala avukat jew maġistrat għal mill-inqas seba' (7) snin, u l-membri għandhom ikunu persuni li fl-opinjoni tal-Ministru jkollhom il-kompetenza u l-esperjenza meħtieġa fil-qasam tal-impieg. Is-subartikolu (7) jistabbilixxi l-perjodu tal-mandat taċ-Chairperson u l-membri, il-ħatra mill-ġdid tagħhom, u r-raġunijiet għat-tneħħija tagħhom. L-artikolu 21B il-ġdid jipprovdi l-mod li bih għandu jsir appell lill-Bord, li l-Bord għandu jieħu deċiżjoni mingħajr dewmien, u li s-seduti tal-Bord għandhom jinżammu fil-pubbliku. Is-subartikolu (13) tiegħu jippreskrivi ċ-ċirkostanzi li bihom iċ-Chairperson jew il-membri tal-Bord jistgħu jiġu kkontestati jew jistgħu jastjenu milli jisimgħu każ. Il-Bord għandu s-setgħa li jħarrek lix-xhieda, li jamministra l-ġuramenti, u li jaħtar esperti skont kif iqis meħtieġ għad-determinazzjoni tal-każ quddiemu. Wara s-smigħ ta' appell, il-Bord għandu s-setgħa li jikkonferma, jannulla jew ivarja d-deċiżjoni meħuda mid-Direttur u li jagħti struzzjonijiet fi ħdan is-setgħat tiegħu lid-Direttur biex jimplimenta d-deċiżjoni tal-Bord. Is-subartikolu (17) tiegħu jipprovdi għall-appell minn deċiżjoni tal-Bord lill-Qorti tal-Appell biss dwar kwistjoni ta' liġi. Il-Ministru għandu s-setgħa li jagħmel regolamenti li jistabbilixxu l-proċedura u d-drittijiet biex jitressqu u jitmexxew appelli quddiem il-Bord bis-saħħa tas-subartikoli (18) u (19). Is-subartikolu (20) jipprovdi li appell m'għandux jissospendi l-operat ta' xi deċiżjoni jew direttiva li minnha jsir l-appell.

5. Taqsima konklużiva

Id-data tal-bidu fis-seħħ tal-Att għandha tkun xahrejn (2) mid-data tal-pubblikazzjoni tiegħu fil-Gazzetta tal-Gvern.

N.B. Dawn in-Noti ta' Spjegazzjoni mhumiex maħsuba biex ikunu deskrizzjoni eżawrjenti tal-istrument u lanqas sostitut tiegħu jew suppliment leġiżlattiv għalih. Dawn in-Noti mhumiex deċiżjoni awtorevoli dwar l-interpretazzjoni tal-leġiżlazzjoni.

It-23 ta' Novembru, 2023

No. 1627

DEPARTMENT FOR INDUSTRIAL AND EMPLOYMENT RELATIONS

Explanatory Notes

1. Introduction

Title of Bill	Employment and Industrial Relations (Amendment No.) Act, 2023
Activity to be regulated	Temporary Work Agencies and outsourcing agencies
Responsible entity	Department for Industrial and Employment Relations

2. Summary and Background

One of the proposed measures in the Electoral Manifesto is to introduce a licensing mechanism for temporary work agencies.

It was also being felt that the present Regulations which regulate temping agencies and employment agencies were not robust enough and needed updating to reflect the present scenarios. To this effect, subsidiary legislation regulating temping agencies under the Employment and Industrial Relations Act are also being proposed. Furthermore, these proposed regulations require that an Employment Agencies Guarantee Fund and Employment Agencies Appeals Board are set up.

2.1 Importance of the Bill

This Bill is proposing that the Employment Agencies Guarantee Fund and the Employment Agencies Appeals Board are set up.

The purpose of the Employment Agencies Guarantee Fund shall be to provide compensation to any employee of any temporary work Agency or outsourcing Agency whose employment is terminated due to the revocation or non-renewal of the licence in terms of the provisions of any applicable regulations. The Fund shall have a distinct legal personality and shall be capable of entering into contracts, of suing and being sued and entering into such transactions as are incidental or conducive for the fulfilment of its objectives.

It is important that the wages of employees of temping agencies are protected as far as possible in case of non-renewal or revocation of the temping agency licence.

The purpose of the Appeals Board is to hear appeals from employment agencies alleging that the Director General for Industrial Relations has in its decision wrongly applied the provisions of regulations issued under the Employment and Industrial Relations Act in relation to employment agencies.

It is important that such an appeals board is set up as required by the dictates of natural Justice.

2.2 Public Consultation

Consultations were held with the Employment Relations Board. The Employment Relations Board is a tripartite Board which comprises also trade unions and employers' associations representatives as stipulated in the Employment and Industrial Relations Act (Cap. 452).

3. Overview of the structure of the instrument

Article 1 establishes the title and commencement date.

Article 2 provides for an amendment of article 2 of the Act.

Article 3 provides for the addition of two new articles 21A and 21B to the Act.

4. Commentary on Operative Parts of the Bill

Article 1 establishes the title of the Bill and the commencement date, which will be two (2) months from the date of publication of the Act in the Government Gazette.

Article 2 defines "employment agency", "employment business", "outsourcing agency" and "temporary work agency".

Article 3 adds a new article 21A to the Act which establishes the Employment Agencies Guarantee Fund (hereinafter 'the Fund') for the purpose of providing compensation to temporary work agencies' employees whose employment is terminated because of the revocation or non-renewal of the licence. It empowers the Minister responsible for Employment and Industrial Relations to prescribe regulations which may establish the manner in which the Fund shall be set up, funded, and administered, and the manner and circumstances in which the funds are to be utilised. This Article also establishes the right of the Fund to claim reimbursement of any amounts paid. Sub-article (3) specifies that the Fund shall have a distinct legal personality and that it shall be able to enter into contracts and of suing and being sued. The Fund is empowered to collect, recover and institute proceedings for the enforcement of the rights vested in it, and sub-article (5) prescribes that the legal and judicial representation of the Agencies Guarantee Fund shall vest in the chairperson of the authority established to administer the Fund.

Article 3 also adds a new article 21B which establishes the Employment Agencies Appeals Board (hereinafter 'the Board'). The Board shall be composed of a chairperson and two (2)

members. The criteria that the chairpersons and members of the Board have to satisfy are as follows: the Chairperson has to be an Advocate who has served as an advocate or magistrate for at least seven (7) years, and the members shall be persons who in the opinion of the Minister possess the necessary expertise and experience in the field of employment. Sub-article (7) establishes the period of tenure of the Chairpersons and members, their re-appointment, and the grounds for their removal. The new article 21B provides for the manner in which an appeal is to be made to the Board, that the Board has to give a decision without delay, and that the sittings of the Board are to be held in public. Sub-article (13) thereof prescribes the circumstances whereby the Chairperson or the members of the Board may be challenged or may abstain from hearing a case. The Board has the power to summon witnesses, to administer oaths, and to appoint experts as it may deem necessary for the determination of the case before it. Upon the hearing of an appeal, the Board has the power to confirm, annul or vary the decision taken by the Director and to give directions within its powers to the Director to implement the decision of the Board. Sub-article (17) thereof provides for the appeal from a decision of the Board to the Court of Appeal only on a question of law. The Minister is empowered to make regulations establishing the procedure and fees for bringing and conducting appeals before the Board by virtue of sub-articles (18) and (19). Sub-article (20) provides that an appeal shall not suspend the operation of any decision or directive from which the appeal is made.

5. Concluding section

The commencement date of the Act shall be two (2) months from the date of its publication in the Government Gazette.

N.B. These Explanatory Notes are not intended to be an exhaustive description of the instrument nor a substitute thereof or a legislative supplement to it. These Notes do not purport to be an authoritative ruling on the interpretation of the legislation.

23rd November, 2023

AVVIŻI TAL-QORTI – *COURT NOTICES*

2352

B'digriet mogħti mill-Qorti Ċivili, Prim'Awla, fil-15 ta' Novembru, 2023, fl-atti tal-Mandat ta' Inibizzjoni numru 2056/2023/1MH, li ġie ppreżentat fis-27 ta' Ottubru, 2023, fl-ismijiet Grixti Isabelle u Fenech Kimberley vs Mercieca Alex, ġiet ordnata s-segwenti pubblikazzjoni a tenur tal-Artikolu 187(3) et sequitur tal-Kap.12, biex isservi ta' notifika fil-konfront tal-intimat. Ir-rikorrent talab lil din l-Onorabbli Qorti sabiex fost oħrajn: Tordna l-ħruġ ta' dan il-Mandat ta' Inibizzjoni kontra l-intimat.

Il-Mandat ta' Inibizzjoni fl-ismijiet imsemmija hawn fuq huwa differit għas-27 ta' Novembru, 2023, f'12.00 p.m.

Notifika: Mercieca Alex, 4, Anil, Triq il-Ħawt, Is-Swieqi

Reġistru tal-Qrati Superjuri, illum 20 ta' Novembru, 2023

CARMEL ABELA, M.SC. IN MANAGEMENT, DPA, DIP. LAWS OF PROCED. (MELIT.)
Għar-Reġistratur, Qrati Ċivili u Tribunali

By decree issued by the Civil Court, First Hall, on the 15th November, 2023, in the acts of the Warrant of Prohibitory Injunction number 2056/2023/1MH, which was presented on the 27th October, 2023, in the names: Grixti Isabelle and Fenech Kimberley vs Mercieca Alex, the following publication was ordered pursuant to Article 187(3) et sequitur of Cap. 12, to serve as a notification against the respondent. The applicant asked this Honourable Court to, among others: Order the issuance of the Warrant of Prohibitory Injunction against the respondent.

The warrant of Prohibitory Injunction in the names mentioned above is adjourned to 27th November, 2023, at noon.

Notification: Mercieca Alex, 4, Anil, Triq il-Ħawt, Swieqi

Register of the Superior Courts, today 20th November, 2023

CARMEL ABELA, M.SC. IN MANAGEMENT, DPA, DIP. LAWS OF PROCED. (MELIT.)
For the Registrar, Civil Courts and Tribunals

2353

B'dan l-avviż ikun magħruf illi b'rikors ippreżentat fil-Qorti, Sezzjoni ta' Ġuriżdizzjoni Volontarja, fil-25 ta' Settembru, 2023, Rikors numru 1687/2023, minn Speranza Chircop, Carmen Bonello u Noel David sive Noel Attard fejn insegwitu tar-rikors Vincenza Muscat, xebba, bint il-mejtin Carmelo Muscat u Maria Muscat née Said, imwielda l-Mosta, Malta, fit-23 ta' Mejju, 1934, ta' 89 sena, u rikoverata fid-dar tal-anzjani Golden Care Home, in-Naxxar, Malta, u li għandha karta tal-identità bin-numru 414334M, ġiet interdetta mill-atti kollha tal-ħajja ċivili permezz ta' digriet mogħti fil-31 ta' Ottubru, 2023.

Reġistru tal-Qorti Ċivili (Sezzjoni ta' Ġuriżdizzjoni Volontarja)

Illum 21 ta' Novembru, 2023

ALEXANDRA DEBATTISTA
Għar-Reġistratur, Qrati Ċivili u Tribunali

By means of an application filed in Civil Court of Voluntary Jurisdiction Section, on the 25th September, 2023, Application number 1687/2023, by Speranza Chircop, Carmen Bonello and Noel David sive Noel Attard, whereby following the application Vincenza Muscat, unmarried, daughter of the late Carmelo Muscat and Maria Muscat née Said, born in Mosta, Malta, on the 23rd May, 1934, aged 89, and is undercare at the home for the elderly Golden Care Home, Naxxar, Malta and holding identity card number 414334M, was interdicted from all the acts of the civil life by means of a decree given on the 31st October, 2023.

Registry of the Civil Court (Voluntary Jurisdiction Section)

Today 21st November, 2023

ALEXANDRA DEBATTISTA
For the Registrar, Civil Court and Tribunals

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