

Malta Labour Migration Policy

People build the future

We help build the people who build the future

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Quick Overview

Based on

4

guiding principles

(1)

Retention & Stability

(2)

Protection of Employee Rights and
Enhancing Working Conditions

(3)

Aligning Labour Migration with
Labour Market Needs

(4)

A Skills-Based Approach to
Migration

15

is the number of measures to be implemented in 2025

Of which

12

will commence in August 2025

3

will be introduced in October 2025

An additional 5 are being rolled out on an ongoing basis

Measures starting in August 2025

1. Minimum Termination Rates Allowed Prior to Application
2. Vacancy Requirements
3. Redundancies
4. Prompt Submission of Engagement & Termination Forms
5. Compliance with the Persons with Disability (Employment) Act (CAP 210)
6. Revised Fees
7. Extension of Grace Period for TCNs Following Termination of Employment
8. New Salary Benchmarks for KEI and SEI
9. Restrictions of Single Permit Applications for Non-Work Visa Holder
10. Verification Checks on Renewals
11. Workforce Application Limits
12. Partners & Families

Measures starting in October 2025

1. Salary Payment Method for Newly Engaged TCNs
2. Interim Permits for TCNs from Visa Waiver Countries
3. Victims of Human Trafficking

Measures implemented on an ongoing basis

1. Assessment of Shortages and Surpluses
2. Upskilling and Integration of the Foreign Workforce
3. Skills Cards
4. Strategic Partnerships
5. List of High-Risk Countries

Details of Measures



Minimum termination rates allowed prior to application

Timeline for this measure

August 2025	October 2025	January 2026	March 2026	July 2026
Monitoring of thresholds by Jobsplus	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%)

- Monitoring of termination rate thresholds will begin in August.
- Jobsplus will notify applicants if thresholds are exceeded – no sanctions will be applied at this stage.
- 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



Minimum termination rates allowed prior to application

- This measure applies only to “New, still abroad”, and “Change of Employer” applications.
- Jobsplus will pay particular attention to termination patterns using data submitted in the termination forms
- Jobsplus will calculate termination rates **based on its own records** using the following formula

$$\text{Termination Rate} = \frac{\text{Sum of terminations (excluding acceptable reasons) over the 12 months prior to application}}{\text{Total workforce existing at time of application}}$$

Note: Total workforce is defined as all persons employed regardless of nationality

Minimum termination rates allowed prior to application

For the purposes of this measure some categories /reasons will not be considered when calculating terminations

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



Minimum termination rates allowed prior to application

- Definition of Employer 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.

Minimum termination rates allowed prior to application

- Thresholds: (introduced gradually)
 - Micro firms (1-9 employees): The condition does not apply.
 - Small (10-49 employees): A firm with termination rates above 50% of its workforce will fail the Labour Market Needs Test (LMNT).
 - Medium (50-249 employees): A firm with termination rates above 45% of its workforce will fail the LMNT.
 - Large (250+ employees): A firm with termination rates above 40% of its workforce will fail the LMNT.
- Failing the LMNT, results in application being rejected.
- Each application for the employment of TCNs requiring an employment licence will automatically trigger a review of the employer's recruitment practices.

Minimum termination rates allowed prior to application

- The following exemptions apply to this measure:
 - Occupations that fall under the health sector and the care of persons with disability and the elderly.
 - 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 education institutions recognised by Jobsplus who require a work placement as part of their studies.
 - TCNs eligible under the Key Employment Initiative.
 - Any additional occupations designated as essential for maintaining the country's critical services.
 - Sportspeople.
- Temporary deviations for this conditions may be considered based on advice from Malta Enterprise, the Civil Aviation Directorate, Gaming Malta, or a relevant regulatory body or authority where necessary.
- Jobsplus may also consider exemptions for cases emanating from legal obligations to hire previously terminated TCNs and for public tendering.



Vacancy requirements

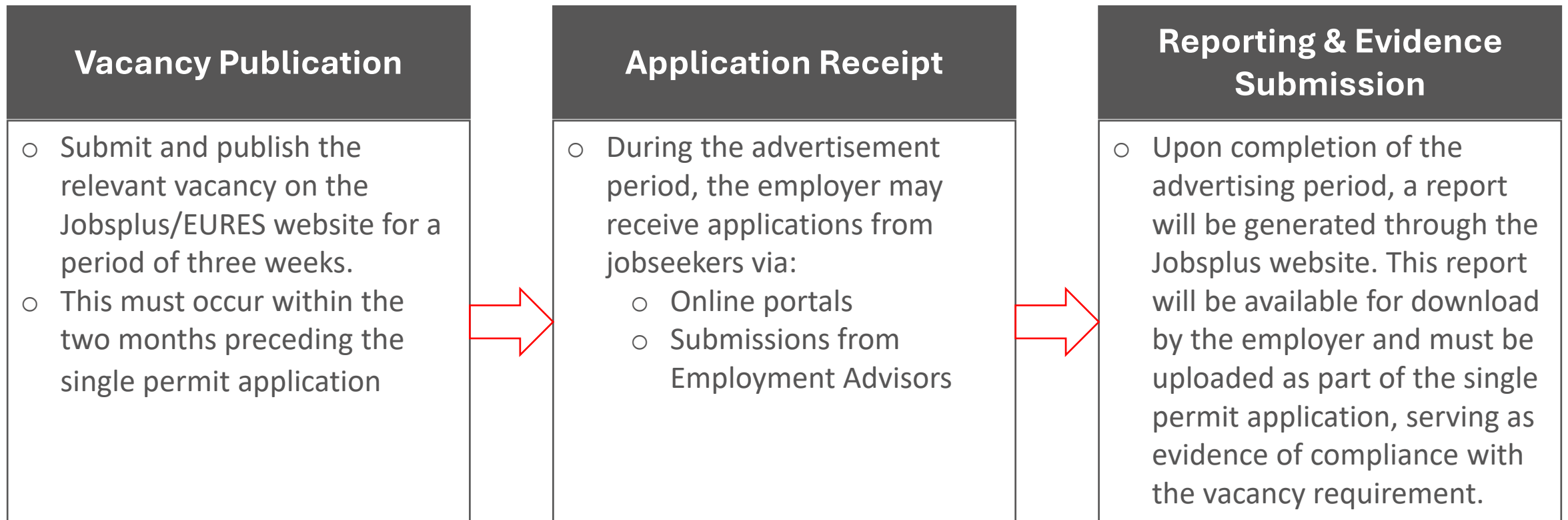
Timeline for this measure

August 2025	October 2025
<ul style="list-style-type: none"> ○ Jobsplus will require evidence that a job advert has been either (a) active for 3 weeks or (b) 2 weeks within the previous 2 months. ○ No need to place on the Jobsplus/EURES portal. 	<ul style="list-style-type: none"> ○ Adverts will be required to be placed on the Jobsplus/EURES portal (exemptions to be applied as outlined later).

- Issue a vacancy that allows sufficient time for Maltese, EEA, Swiss nationals, or TCNs already in the Maltese job market to apply.
- 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.
- Employers will need to provide reasons why applications from Maltese, EEA, Swiss nationals are rejected. Jobsplus may refuse an applications if reasons provided are not satisfactory.
- Job adverts not meeting these criteria will result in an application to be automatically denied.

Vacancy requirements

- Process to be followed for jobs that need to be advertised on Jobsplus and EURES portals:





Vacancy requirements

○ Exemptions

- 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.
- The following categories will be fully exempt from the vacancy requirement:
 - Occupations that fall under the health sector and the care of persons with disability and the elderly.
 - Student workers recognised under Subsidiary Legislation 212.18 and students at ITS and other higher education institutions recognised by Jobsplus who require a work placement as part of their studies.
 - Applications recommended and endorsed to Jobsplus by Malta Enterprise, the Civil Aviation Directorate, Gaming Malta, or a relevant regulatory body or authority where necessary.
 - Sportspersons



Redundancies

Timeline for this measure

August 2025

- Fully implemented

- 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.
- Redundancies will be monitored for each employer based on their 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.



Prompt submission of engagement and termination forms

Timeline for this measure

August 2025

- Fully implemented

Note

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.

- Engagement and Termination forms for all employees are to be submitted within 4 working days of engagement or termination.
- Non-compliance shall result in:
 - Suspension of the processing of all applications for TCNs, except for renewal applications. This suspension will remain in effect until the issue is rectified.
 - Evidence of continuous delays could lead to temporary disqualification from applying for new TCNs.



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

Timeline for this measure

August 2025

- Fully implemented

- Employers are required to comply with the requirement of the act that at least 2% of the workforce should be persons with disabilities or else pay 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.



Fees

Timeline for this measure

August 2025

- Fully implemented

- The work permit fees will be structured as follows:
 - First-time applications: €600
 - Renewal fee: €150 per year for the duration of the permit
 - Change of employer: €600
 - Change of designation: €300

For occupations in the health sector and roles involving elderly and disability care, all fees will be set at €150.



Extension of grace period for TCNs whose employment has been terminated

Timeline for this measure

August 2025

- Fully implemented

- TCNs whose employment is terminated will be granted a 30-day period following termination.
- This period can be extended by a further 30-days if the TCN shows sufficient financial resources to support themselves without having to access social assistance.



New salary thresholds for the KEI and SEI

Timeline for this measure

August 2025

- Fully implemented

- The revised salary thresholds are as follows:
 - KEI – an annual gross salary of at least €45,000 per annum.
 - SEI – an annual gross salary of at least €30,000 per annum.
- A more comprehensive and broad revision of the policy related to KEI and SEI is planned to be carried out in the coming months.



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

Timeline for this measure

August 2025

- Fully implemented

- TCNs who are in Malta on visas not allowing work (e.g. tourist visas) are no longer allowed to apply for a single-permit visa.
- Sportspersons are exempted from this restriction.
- Identita' has the discretion to exempt application in exceptional and genuine cases.



Renewal verifications

Timeline for this measure

August 2025

- Fully implemented

- 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.



Workforce application limits

Timeline for this measure

August 2025

- Fully implemented

Note

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

- Companies will be restricted on how many TCNs can be employed based on its size.
- Employers are eligible to apply for additional TCNs based on a fixed percentage of their workforce.

Workforce application limits

- The specific percentage is determined by the size of the organisation:
 - **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.
 - **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.
 - **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.
 - **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.

Workforce application limits

- The following will be fully exempted from this measure:
 - Occupations that fall under the health sector and the care of persons with disability and the elderly.
 - Student workers recognised under Subsidiary Legislation 212.18 (formerly known as LN29 of 2008) and students at ITS and other higher education institutions recognised by Jobsplus who require a work placement as part of their studies.
 - TCNs eligible under the Key Employment Initiative.
 - Any additional occupations designated as essential for maintaining the country's critical services.
 - 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.
 - Jobsplus may consider exemptions for cases emanating from legal obligations to hire previously terminated TCNs and for public tendering.



Partners and families

Timeline for this measure

August 2025

- Fully implemented

Note

“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.

- Partners of Maltese nationals and parents of Maltese nationals who are under 23 years of age will be issued a residency permit that explicitly includes a notation exempting them from the standard single permit process typically required for TCNs.
- 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)



Salary payments

Timeline for this measure

October 2025

- Fully implemented

- All salary payments to TCNs 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 seen as fulfilling the requirements of the employment contract.
- This measure applies to new applications and 'change of employers' applications registered after 1st August 2025.

Interim permits for TCNs from visa waiver countries

Timeline for this measure

October 2025

- Fully implemented

- TCNs coming from visa waiver countries can apply for a single permit within 60 days of entering the Schengen Area. They will be granted an interim permit allowing them to remain in Malta while their application is processed.
- Individuals coming from visa waiver countries 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.

Victims of human trafficking

Timeline for this measure

October 2025

- Fully implemented

- 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 and may be renewed throughout the entire duration of any related court proceedings.

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