



**MALTA
EMPLOYERS**

EMPLOYMENT LAW COURSE II

Learning outcomes :

MQF LEVEL 5

- Data Protection and Privacy Laws
- The Legal impact of Social Media and the workplace
- Laws pertaining to OHS
- Legal implications of Employing foreign nationals
- The Framework Agreement & Teleworking
- Social Security Contributions Regulations



April - June 2026

CONTACT



2123 7585 / 2122 2992



admin@maltaemployers.com

www.maltaemployers.com

AWARD IN EMPLOYMENT LAW II

Objective

Employing people is becoming increasingly challenging and requires specific knowledge about many current and emerging situations. Sourcing foreign human resources; data protection rights; social media within the workplace are amongst the many issues that are being faced by companies in their engagement with their employees, thus adding to the complexity of the employer/employee relationship.

The Malta Employers' Association is organising this course to address these matters concretely through the involvement of professionals who are specialised in their respective fields. It will consist of focused sessions during which participants will engage with the trainers to relate the contents of the lectures with their own context and experiences. This course is thus aimed at HR practitioners, employers and persons who are responsible for the HR function within micro organisations who want to keep abreast with the most recent legislation.

Target Audience

Employers, managers, HR practitioners, undergraduates in management

Learning Methodology

The course will consist of presentations, question-and-answer sessions and discussions.

Certification

This course is equivalent to **3 ECTS** and is accredited at **MQF Level 5**. All lectures are compulsory. Students will also be required to submit an assignment of 2,500 words to be eligible for certification.

Dates

13, 20, 27 April, 4, 11, 18, 25 May, 1, 8, 15, 22 & 30 June 2026

Fee

Members: €550 +VAT per person

Non-Members: €750 + VAT per person

10% discount to candidates who successfully achieved the Award in Employment Law Course - Part 1 between 2017 and 2025.

Funding may be available through [Investing in Skills](#) (JobsPlus) and [Get Qualified](#) (Ministry for Education).

Individual lecture fee:

€85 +VAT (members) | €120 +VAT (non-members)

Duration

1 lecture: 3:00–5:00 PM

Remaining 11 lectures: 4:00–6:00 PM (2 hrs each)

Location

Malta Employers' Association, 35/2 South Street, Valletta

Entry Requirements

At least a level 4 qualification in management or a related discipline, and/or a minimum of 5 years' experience in general or HR management.

Accreditation & Licensure

The Malta Employers' Association is licensed as a Higher Education Institution (License No.: 2017-001) by the Malta Further and Higher Education Authority (MFHEA).

>> Online registration

Syllabus

- Employment Status
- Legal framework to OHS
- Laws pertaining to OHS
- Legal implications of employing Foreign Workers
- The Framework Agreement & teleworking
- Protection of Wages, Civil and criminal proceedings
- Union Recognition & Collective Agreements
- Data Protection & Privacy laws
- Social Security Contributions Regulated
- The various types of employees and their Income tax
- The legal impact of Social Media and the workplace
- Precautionary warrants and the world of work

Lecturers

Dr Paul Gonzi, Partner at Fenech & Fenech Advocates

Dr Thomas Bugeja, Senior Associate at Fenech & Fenech Advocates

Ms Josette Cutajar, HSE Coordinator, De La Rue Currency & Security Print Ltd

Dr Rebecca Diacono, Senior Associate, Fenech & Fenech Advocates

Dr Charlotte Camilleri, Lawyer, Malta Employers

Dr Marco Fagnano, Legal Counsel, Office of the Information and Data Protection Commissioner

Mr Adrian Sacco, Assistant Director, Contributory Benefits Directorate, Department Of Social Security, Ministry for Social Policy and Children's Rights

Ms Annamaria Mifsud, Senior Manager, PwC

Booking T&Cs policy

Please click [here](#) to view the Malta Employers' Event booking terms and conditions and cancellation policy.

Since the course will consist on intensive sessions with heavy participant involvement and discussion, attendance is limited to a maximum of (20) twenty persons. Applications will be accommodated on a first come first served basis.

We reserve the right to alter the programme due to circumstances beyond our control.

Adrian Sacco



Mr Adrian Sacco is since 2013 Assistant Director Contributory and Family Benefits at the Department of Social Security. His experience is mainly focused on the maintenance of Social Security Contribution records, occupational Short Term Benefits, and Children and Maternity benefits. His daily work routine involves the interaction between a person's contribution records and how such records provide necessary national insurance coverage for Sickness, Unemployment and Occupational Injury benefits in the short term, and to eventual contributory pensions in the long term. Outside the office, Adrian spends time with family and friends, and loves travelling abroad with his motorcycle to near and far destinations.

Josette Cutajar



Josette comes from a Health and Safety background, a NEBOSH Diploma graduate and NEBOSH Examiner. Her working experience spans over years in the hospitality industry and recruitment of professionals to work in the Oil and Gas industry. For the past 9 years Josette has worked as a Safety Consultant supporting a number of companies in their Health and Safety Management Systems and taught a great variety of training courses. Currently, employed as Senior HSSE officer at Oiltanking Malta, she is also a member of the IOSH -Institute of Occupational Health and MIIRSM- Member of the International Institute of Risk and Safety Management.

Dr Rebecca Diacono



Rebecca is a Senior Associate at Fenech & Fenech Advocates, with her main areas of expertise being tax, immigration and private wealth matters.

Rebecca has worked within the Tax & Immigration Law Department of Fenech & Fenech Advocates since 2014. She obtained her Doctor of Laws in 2016 and was admitted to the bar in 2017. She has also successfully completed the Malta Institute of Taxation Professional Certificate in Taxation (Cert. Tax) and was awarded a Post Graduate Diploma in Financial Services.

Rebecca advises a largely international clientele in matters of group restructuring, domestic and international taxation, cross-border structures and international tax planning. Rebecca also advises extensively on private wealth matters, assisting high-net worth individuals with their relocation to Malta, including tax, immigration, and succession planning matters.

Dr Marco Fagnano



Dr Marco Fagnano is a warranted lawyer in Malta with the Information and Data Protection Commissioner (IDPC) responsible for EU and domestic affairs concerning Technology and AI, and investigating data protection complaints and infringements ex officio. Prior to admission to the law course, Dr Fagnano's studies were centred on computing & business at the University of Malta's ICT Faculty on software development, and AI solutions as his area of interest. Following the law course, Dr Fagnano furthered his studies obtaining a Master of Laws (LLM) in Information Technology Law with the University of Edinburgh Law School, with special focus on EU Data Protection Law.

Dr Charlotte Camilleri



Charlotte Camilleri is a lawyer by profession. Dr Camilleri studied at the University of Malta, Università degli Studi di Salerno, at Il Perugino Institute and at Rome Business School in Italy. She graduated in Doctor of Laws at the University of Malta in December 2005 and was called to the bar in 2006. In December 2010, she obtained a Magister Juris in European and Comparative Law from the University of Malta.

Charlotte has for the past 18 years been regularly attending training courses on Labour Laws, Equality and Discrimination in employment at the Academy of EU Law in Trier, Germany. She has been selected, on occasion, as spokesperson for her group in moot cases abroad.

She joined the Malta Employers' Association (MEA) in February 2006. Her responsibilities at the MEA comprise providing legal advice to MEA members on employment and industrial relations as well as social policy. Furthermore, she assists MEA members in issues relating to the Department for Industrial and Employment Relations and disputes with trade unions. She helps MEA Members when negotiating collective agreements and also assists members when conducting disciplinary hearings and taking disciplinary measures. She also assists MEA Members before the Industrial Tribunal when the need arises. Dr Camilleri was a speaker at both local and international seminars and conferences and has chaired several workshops and panel discussions. She lectures employment law at the Malta Employers' Association and is a senior researcher at the Centre for Labour Studies within the University of Malta.

Annamaria Mifsud



Annamaria is a Senior Manager in the PwC's tax practice. She joined the firm's assurance practice in 2006 after obtaining a degree in Accountancy from the University of Malta. She acquired four years of audit experience, including audit engagements at PwC Channel Islands and US offices.

During 2010, Annamaria joined the Tax & Legal Services department at PwC and has since then been involved in assisting various individual and corporate clients with tax related matters. Annamaria's main area of specialisation is in connection with the taxation of individuals and employment tax matters.

She also obtained a diploma in taxation offered by the Malta Institute of Taxation and was seconded to the Tax Practice of PwC Portugal.

Dr Thomas Bugeja



Dr Thomas Bugeja is an Associate working at Fenech & Fenech Advocates. He mainly specialises in Employment, IT law and Data Protection as well as general commercial and consumer law. Thomas takes a particular interest in the interplay between technology and employment law, and how technological advances are leading to changes in the employment sector. Dr Bugeja obtained his Doctor of Laws (LL.D) in 2014 after having submitted his thesis on the social media implications in the employment field.

Dr Paul Gonzi



Paul is a partner at Fenech & Fenech Advocates. His main areas of specialization are Employment Law; Data Protection; and TMT Law.

After graduating with a Bachelor of Laws, Diploma of Notary Public and Doctor of Laws at the University of Malta, Paul earned his Master of Laws (LL.M.) in the subject grouping 'Computer and Communications Law' at Queen Mary and Westfield College, University of London.

Paul has extensive experience within the employment sector, from advising clients on contractual issues and drafting of policies and procedures, to challenging disputes before the Industrial Tribunal, Civil Court and Appeal Court.

In the field of Data Protection Law, Paul advises data protection and privacy policies and procedures; on notification of data controllers and data processing, engaging of data processors and sub-contractors, local and international data transfers; EU Commission Standard Contractual Clauses ('SCCs') and Binding Corporate Rules ('BCRs') and handling complaints with Office of the Information and Data Protection Commissioner ('IDPC').

Paul also forms part of the International Practice at Fenech & Fenech Advocates and is often involved in transactional work and legal due diligence exercises. He is also a contributor in various publications and also contributes towards several conferences and training sessions in his areas of specialisation.