

**MALTA  
EMPLOYERS**

# **AWARD IN HUMAN RESOURCES MANAGEMENT IN PRACTICE - PART II**

**Learning outcomes :**

**MQF LEVEL 5**

- **Lead Change with Confidence:** Successfully guide people through organisational transformation.
- **Drive Performance & Retention:** Use reward strategies to motivate and retain top talent.
- **Protect Your Organisation:** Ensure data compliance and responsible HR practices.
- **Build Inclusive Workplaces:** Foster diversity and high-performing multicultural teams.
- **Strengthen Employee Wellbeing:** Promote mental health and a supportive work environment.
- **Align HR with Business Strategy:** Position HR as a key driver of organisational success.



**June - July 2026**

[www.maltaemployers.com](http://www.maltaemployers.com)

# AWARD IN HUMAN RESOURCES MANAGEMENT IN PRACTICE - II

## Objective

Human Resource Management in Practice is designed for employers, managers, HR practitioners, and students seeking practical, industry-relevant HR knowledge. Delivered by seasoned experts, the course blends academic insight with real-world experience to equip participants with the core skills needed to operate effectively within any HR function.

This course equips participants with essential HR skills, including managing organisational change, linking remuneration to performance, and developing effective retention and employer branding strategies. Participants will also gain practical knowledge of data protection requirements, strategies for promoting diversity and inclusion in the workplace, and approaches to supporting employee mental health and wellbeing, ensuring a productive and compliant work environment.



## Target Audience

Employers, Managers, HR practitioners, Students intending to work in HR management.

## Dates

2, 5, 9, 12, 16, 19, 23, 26, 30 June,  
3, 7, 10, 14 July 2026.



## Duration & Location

- 13 lectures, 4:00–6:00 PM
- Blended: Zoom + 2 in-person sessions

## Fee & Funding



Members: **€550 +VAT per person**

Non-Members: **€750 +VAT per person**

### Discounts:

– Loyalty Rate: **10% discount** for participants who attended Part 1 of the course between April and July 2024.

### Individual Lecture Fee:

**€85 +VAT** (Members)

**€120 +VAT** (Non-Members)

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

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## Syllabus



- The HR Interface with Other Managerial Functions
- HR and Change Management
- Employer Branding and Employee Retention Strategies
- Remuneration and Performance Management
- HRM and Data Protection issues
- Making use of Jobs Plus and Employment Schemes
- HR Practice in a Unionised Environment – Employers' Perspective
- Social Media and the Workplace
- Mental Health and the Workplace
- The Social Dialogue System in Malta
- Managing Diversity at the Workplace - Multiculturalism
- HRM and Labour Market Data Analytics
- HRM and Corporate Social Responsibility

## Learning Methodology

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

## MQF Certification



All lectures are compulsory. Students will also be required to submit an assignment of 2,500 words to be eligible for MQF certification at the end of each part.

The entire course (part 1 & part 2) is equivalent to **6 ECTS**.

## 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).

## Entry Requirements & Digital Skills

### Entry Requirements

- At least a level 4 qualification in management or a related discipline, and/or a minimum of 2 years' experience in general or HR management.

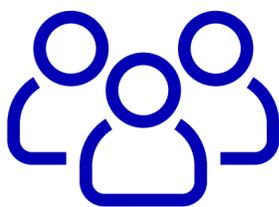
### Digital Skills

- Comfortable using VLE
- Joining online sessions
- Submitting assignments



# AWARD IN HUMAN RESOURCES MANAGEMENT IN PRACTICE - II

## Lecturers



- **Dr. Anne Marie Thake**, Lecturer and researcher with the Faculty of Economics, Management and Accountancy; President of Chevening Alumni Association of Malta
- **Mr. Jonathan Camilleri**, HR Manager, KonnektTalexio
- **Ms. Vanessa Camenzuli**, Employer Branding Strategist
- **Mr. Joseph Farrugia**, Malta Employers Advisor
- **Mr. Norman Mifsud**, Chief Officer Corporate Services - Corporate Services Unit, MAPFRE MSV Life
- **Ms. Stelmart Khalil**, Psychotherapist and Employee Wellbeing Specialist
- **Mr. Ian Deguara**, Data Protection Commissioner, Office of the Information and Data Protection Commissioner

- **Ms. Marika Busuttil**, Senior Executive - Employer Relations, Employers Services, JobsPlus
- **Dr. Thomas Bugeja**, Senior Associate within the International Practice department at Fenech & Fenech Advocates
- **Prof. Sue Vella**, Senior Lecturer at University of Malta
- **Dr. Viviana Premazzi**, Social Entrepreneur, Founder Global Mindset Development™ GMD | Socio-cultural analyst, trainer and consultant

## Booking T&Cs policy

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

Attendance is limited to 20 participants and accepted on a first-come, first-served basis.

We reserve the right to amend the programme if circumstances require.

**REGISTER**



## Dr. Anne Marie Thake



Anne Marie Thake, B.A. (Hons), (Melit.), M.Sc. (Manchester), PhD. (Bath) lectures at the University of Malta and is a specialist in human resource development and social and policy sciences. Her interests are in graduate employability, talent management, training and performance management.

Prior to reading for her PhD, Anne Marie worked with various organisations namely Deloitte, BOV plc, Alf. Mizzi & Sons (Marketing) Group and the Planning Authority, where she developed their human resource departments, drafted their plans and implemented HR practices ranging from recruitment, performance management to developing their employees.

At the start of her career, Dr. Thake worked in different ministries including the Office of the Prime Minister. She was also attached to the European Parliament - Directorate General for Research – Luxembourg related to performance management.

Dr. Thake has published papers on graduate underemployment in Malta and cultivating human resource potential. She was instrumental in drafting a HR policy and strategy plan for Malta (2004-2006) and served on the post-secondary and tertiary education Government Funding Commission.

## Jonathan Camilleri



Jonathan Camilleri is an HR professional with experience in both the maritime and HR services industries, focusing on operations and Human Resources. As the Head of Human Resources at Expedition42, he oversees the full HR lifecycle, including recruitment, training, performance management, and employee relations. Jonathan's genuine enthusiasm is fueled by a strong belief in the power of ongoing improvement and collaborative efforts. His passion is dedicated to enhancing recruitment processes and crafting and implementing HR strategies that create environments where individuals thrive and teams flourish.



## Norman Mifsud



Norman Mifsud is the Chief Officer responsible for Corporate Services at Malta's leading life insurance company, MAPFRE MSV Life plc and at MAPFRE Middlesea Insurance plc. He has a masters' degree in Management from Anglia Polytechnic University in Cambridge, UK. Norman has served on various boards, management committees, advisory panels and also lectures on Financial and HR Management topics.

He has over thirty-nine years of work experience in Human Resources, Financial Management, Strategic Management, Procurement, Brand Management and other business related areas. Prior to joining MAPFRE Malta Group, he occupied a number of senior positions in private and public entities within the ICT, Manufacturing and Insurance sectors.

## Ms. Stelmart Khalil



Stelmart Khalil is a Gestalt Psychotherapist with over 17 years of experience in the mental health field. With a strong focus on organisational well-being, she has played a key role in developing employee support and wellbeing services within the Public Service for several years. Stelmart also collaborates with various private organisations and NGOs, delivering training and consultancy on workplace wellbeing. She holds a B.Sc. (Hons) in Occupational Therapy, an M.Sc. in Workplace Health and Wellbeing from the University of Nottingham, and a Master's degree in Gestalt Psychotherapy.

## Mr. Ian Deguara



Ian Deguara was appointed as Information and Data Protection Commissioner in December 2020 after spending a career, spanning over more than 18 years, in the field of data protection. Mr. Deguara was one of the first employees to join the data protection authority after successfully completing his studies at the University of Malta, where he obtained a degree in information technology and also in management. During these years, he occupied various roles within the authority and acquired a level of expertise both in the area of the protection of personal data and freedom of information.

Following the coming into force of the GDPR in May 2016, Mr. Deguara formed part of the national taskforce set up with the mandate to prepare the necessary legal instruments to implement the new framework in Malta. Mr. Deguara delivered various information sessions and participated in a number of conferences which were organised to raise awareness on the reformed data protection package.



## Dr. Thomas Bugeja



Dr. Thomas Bugeja is an Associate working at Fenech & Fenech Advocates for the past 4 years. 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. Viviana Premazzi



Dr. Viviana Premazzi is an expert in international mobility, diversity and inclusion, as well as intercultural communication. She read a Ph.D in Sociology of Migration. Dr. Premazzi has worked for corporations and NGOs in Europe, North America and the Middle East, and as a consultant for the EU, the World Bank, the Migration Policy Institute (MPI), the Robert Kennedy Foundation (RFK), the International Organisation on Migration (IOM) and the United Nations Interregional Crime and Justice Research Institute (UNICRI). Dr. Premazzi travelled to more than 50 countries and lived in Italy, Malta, Portugal, The Netherlands, USA, Canada and Brazil. In 2017 she moved to Malta, and started her own business called GMD (Global Mindset Development) Malta to offer consultancy services and training, to help businesses to promote diversity and develop a global mindset through cross-cultural understanding. Viviana strongly believes in the power of Edutainment (Entertainment Education) and learning by doing. Her aim is to bridge research with practice and fieldwork.

## Prof. Sue Vella



Prof. Sue Vella is a Senior Lecturer at University focusing on Research. She has been the COO/CEO of Malta Enterprise for 3 years and the CEO of JobsPlus (formerly Employment and Training Corporation) for 4 years. Dr Vella holds a PhD in Philosophy and Social Policy.

## Joseph Farrugia



Joseph Farrugia served as Director General at Malta Employers between 2001 and 2024, where he is still part of the secretariat as an Advisor. He is a visiting lecturer at the Department of Marketing at the University of Malta. Mr. Farrugia has extensive experience in marketing consultancy and human resources management. Between 2010 and 2013 he served as President of the Malta College of Arts, Science and Technology, which is the major vocational education institution in Malta. Mr. Farrugia sits on the board of directors of the JobsPlus, the Employment Relations Board and represents the Malta Employers on the Malta Council for Economic and Social Development. He also represents employers on panels of the Industrial Tribunal. He has represented Maltese employers on a number of international fora, amongst them the Board of Directors of the European Foundation for the Improvement in Living and Working Conditions, the European Social Fund, SGI Europe and the International Organisation of Employers.

