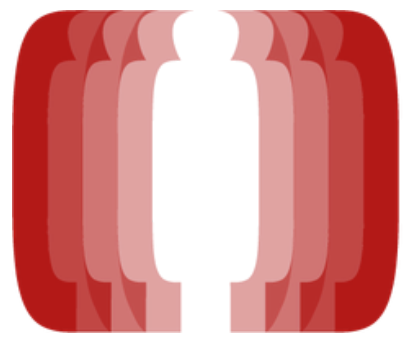




**MALTA  
EMPLOYERS**

# **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



**September - December 2026**

## **CONTACT**



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# 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

28 September | 5, 12, 19, 26 October |  
2, 9, 16, 23, 30 November | 11 and 14 December 2026

## Fee

**Members:** €550 per person

**Non-Members:** €750 per person

10% discount to candidates who successfully achieved the Award in Employment Law Course - Part 1 between 2017 and 2026.

Participants may be eligible to apply for EU funding under the Investing in Skills Scheme and/or the MySkills Scheme administered by Jobsplus, subject to the respective eligibility criteria and applicable conditions.

### Individual lecture fee:

€85 (members) | €120 (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

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

**Dr Rebecca Diacono**, Senior Associate at Fenech & Fenech Advocates

**Diane Vella Muscat**, Director General at Department of Industrial & Employment Relations (DIER)

**Mary Grace Cassar**, Assistant Director (Compliance) at Department for Industrial and Employment Relations

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

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

**Annamaria Mifsud**, Senior Manager, PwC

**Joseph Farrugia**, Advisor at Malta Employers

## 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.

## Mary Grace Cassar



Assistant Director for Compliance at Malta's Department for Industrial and Employment Relations (DIER). She leads labor law compliance investigations, speaks on workplace regulations, and serves as secretary to the Employment Relations Board.

## 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.

## 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.

## Diane Vella Muscat



Diane Vella Muscat joined the Public Service over fifteen years ago, where she occupied various roles in regulatory and governance bodies, including the Internal Audit and investigations Department within the Malta Public Service. In January 2019, she was appointed Director-General of the Department for Industrial and Employment Relations.

As Director-General, Diane is actively involved in several key boards that influence employment and industrial relations policies, including the Employment Relations Board, the Malta Council for Economic and Social Development (MCESD), the Occupational Health and Safety Authority Board, and the Centre for Labour Studies. She also contributes internationally, representing DIER on Eurofound's and the European Labour Authority's Management Boards.

Diane holds a Master Degree in Public Policy and an MSc in Management. Additionally, she is a Certified Information Systems Auditor, focusing her academic expertise in both governance and technology.

## 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 Mattea Pullicino



Mattea is a Senior Associate at Fenech & Fenech Advocates with her main practice areas being employment advisory and litigation as well as data privacy advisory and litigation.

Mattea joined Fenech & Fenech Advocates in 2018 and currently works within the firm's Employment Department.

Basing her Research Paper on an analysis of international jurisprudence relating to terrorism, Mattea obtained a Bachelor of Laws (Honours) from the University of Malta in 2017. She qualified as a lawyer with a Masters in Advocacy in 2018 and was admitted to the Maltese bar in January 2019.

As a member of the Fenech & Fenech team, Mattea now focuses on and has garnered experience in aiding an array of local as well as international clients in matters mainly concerning employment advisory as well as litigation before the Maltese Industrial Tribunal and Court of Appeal as well as practices before the Civil Courts on general civil matters and data privacy matters.

## 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.