

MEMORANDUM FOR THE CABINET BY THE
HONOURABLE PRIME MINISTER

Two Vacancies for Cadetships at Sandhurst

The Royal Malta Artillery is due to revert to the Government of Malta by October, 1970. By that time the necessary legislation and regulations, embodying the salary and pay structure and the conditions of service in the Malta Land Force must be completed. Action for this purpose is being taken.

2. Meanwhile, two cadetships at the Sandhurst Military Academy in the U.K. are available for the R.M.A. It is important that these cadetships be availed of now in order to avoid the creation of too wide an age gap between the youngest serving officers and the new entrants. Applications for these cadetships must be made not later than the 15th of May.

3. In order that a notice calling for applications may be issued forthwith, Government must decide on the conditions of service in the Malta Land Force, at least in a broad sense, and also on the salary structure which it intends to introduce. This information will be requested by the applicants, who would want to know what conditions the Government intends to enforce when the R.M.A. is taken over.

4. As regards the conditions of service, a provisional set is attached at appendix 1.

5. As regards the salary structure, Establishments and Finance are in agreement that Serving Officers should receive a basic salary which, when added to the pension they would be receiving from the British Government, would by and large, be equivalent to the amount they are at present receiving. Before the question can be considered of what salary would be paid to new entrants when the R.M.A. is taken over by the Government of Malta certain points of policy have to be defined.

6. The British Army emoluments are made up of:-

- (a) basic pay based on certain relativities with the Civil Service and the Metropolitan Police.
- (b) Marriage Allowance.
- (c) Ration Allowance.

For the new entrants, Establishments and Finance have agreed to recommend the following structure for basic pay, based

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on local relativities, mostly with the Police Corps.

<u>M.L.F.</u>	<u>Salary</u>	<u>Police Corps & Civil Service</u>
Commander	£1700	Head Grade I
Deputy Commander	£1500	Head Grade III (Asst. Commissioner of Police - at present vacant)
Lieut. Colonel	£1350/1400	Asst. Head of Department
Major	£1050/1275	(Police Superintendent/Administrative Officer/Professional Officer)
Captain	£ 850/1000	} Inspector of Police
Lieutenant	£ 590/800	
2nd Lieutenant	£ 530/560	

These recommended rates bear a higher relativity to the local Civil Service salary structure than the British Army basic rates bear to the British Civil Service salaries. This is due to the fact that both Establishments and Finance agree that there is no case for the payment of other allowances in Malta, as stated in paragraphs 7 and 8 below.

7. The marriage allowance would be justified in those cases where an officer is required to live away from his family for long periods, as is the case in the U.K. even when an officer is not serving abroad. In Malta, on the other hand, an officer can go home whenever he is not on actual duty. The inconvenience of living separately from the family does not therefore arise, and the payment of a marriage allowance is not therefore recommended.

8. As regards the ration allowance, Establishments and Finance agree that it would not be advisable to introduce in Malta a system of payment in substitution of free meals. In Government hospitals, medical officers and other employees are allowed free meals when on duty, and it is therefore recommended that the same should apply to the Malta Land Force.

9. In order that applications for the above two cadetships may be called in time, Honourable Ministers are asked to state whether they agree that:-

- (a) Salary scales for new entrants in the Officer ranks detailed in paragraph 6 above should be offered to applicants. (Should the Salaries (Anomalies) Commission recommend any substantial changes in the Service Salaries, these scales will be amended accordingly).
- (b) No marriage allowance will be paid to new entrants.
- (c) Free meals will be provided whilst on duty, but no ration allowance will be payable.

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- (d) The provisional Conditions of Service at Appendix I be adopted pending the enactment of appropriate legislation and regulations.

2nd May, 1969.

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Provisional

Conditions of Service of newly-Commissioned
Officers in the Regular Element of the
Malta Land Force

1. Colour Service. Service with the Colours means full-time regular army service: during his service an officer may be called upon to serve outside Malta.
2. Regulations. The Government of Malta will be assuming responsibility for the Royal Malta Artillery on 1st October, 1970, and all regular personnel will thenceforth be subject to the law which it is proposed to bring before Parliament in order to enable the Government of Malta to raise and maintain a regular regiment, and to such regulations as may be applicable to and enforceable in respect of that regiment. Further details in this regard will be available at Headquarters, Royal Malta Artillery at a later date.

Section A. Combatant Officers

Selection

3. Vacancies in the Force will be advertised in the Malta Government Gazette and applicants will be screened by a Selection Board which will meet as required to select candidates for entry to the Royal Military Academy, Sandhurst.

4. The Selection Board will be composed of follows:

President: Commander, Malta Land Force

Members: A senior official from the Ministry responsible for the Force.
Two regular officers not normally below the rank of Lieut. Colonel.

Secretary: Staff Officer, H.Q. Malta Land Force.

5. Methods of Entry. There will be two methods of entry open to candidates with the necessary qualifications, as follows:-

a. Normal Entry.

(1) Age Not less than 18 and not above 20 years of age at the date of commencement of the course at Sandhurst.

(2) Medical

Fit for full employment (FE).

- (3) Education Candidates should normally be in possession of at least 2 Advanced and 3 Ordinary Level Certificates (G.C.E.) including English, Mathematics, and Science or a language other than English. These requirements may be modified where candidates can produce acceptable alternative certificates.
- (4) Tests Candidates will be subjected to Physical/Leadership and Personality/Character tests prior to appearing before the Selection Board.
- (5) Enlistment Selected candidates will be enlisted in the Ranks before proceeding to the Royal Military Academy Sandhurst.
- (6) Commissioning Candidates who successfully complete the course at Sandhurst will be granted a regular commission in the Malta Land Force. This will be gazetted in the Malta Government Gazette.
- (7) Unsuccessful Candidates Candidates who fail to reach the required standard at Sandhurst will return to Malta where they will have the option either of completing their three-year engagement as soldiers, or of terminating their engagement at once. Candidates who wilfully refuse to complete the course may either be liable to refund the expenses of the course disbursed on their behalf, or part thereof, or else will not have the option of terminating their engagement on their return to Malta.

b. Direct Entry. Conditions will be as for normal entry with the following exceptions:-

- (1) Age Candidates to be under 23 years of age at the closing date for applications.
- (2) Education A university degree or similar qualification: if obtained abroad the degree must be recognised by the Royal University of Malta.
- (3) Antedate To 21st birthday for seniority only.
- (4) Commissioning and Training Successful candidates will receive an immediate commission and will then carry out such training as may be laid down at the time.

Promotion

6. Basis of Promotion. With the exception of promotion from 2nd Lieutenant to Lieutenant which will be after 2 years' service, subject to the Commanding Officer's recommendation, promotions will be effected to fill vacancies as they occur. Promotion up to and including the rank of Major will be based on seniority and recommendation and subject to passing promotion examinations for Lieutenant to Captain or Captain to Major as appropriate. Promotion to Lieut. Colonel and above will be by selection.

7. Age Limits. The upper age limits for promotion will be as follows:-

a. Lieutenant to Captain	- 31
b. Captain to Major	- 37
c. Major to Lieutenant Colonel	- 48
d. Lieutenant Colonel to Colonel	- 51
e. Colonel to Brigadier	- 53

Retirement

8. Normal Retirement. Lieutenants and Captains not promoted before age 31 and 37 respectively may retire during the following two years; they will not be eligible for promotion during this time and will be compulsorily retired at the end of the two years. Officers will be retired as under:-

a. Lieutenant	- 33 years
b. Captain	- 39 years
c. Major	- 48 years
d. Lieutenant Colonel	- after 3 years in command
e. Colonel	- age 53 or after 3 years in the appointment, whichever is the earlier
f. Brigadier	- age 55 or after 3 years in the appointment, whichever is the earlier.

9. Voluntary Retirement. An officer may apply to retire prematurely but will only be allowed to do so if the exigencies of the service permit. An officer will not be permitted to retire prematurely if warned for overseas service, nor will he be allowed to retire within a period of five years of attending specialist courses of instruction outside Malta. An officer retiring voluntarily will have the reserve liability stated in paragraph 12.

10. Compulsory Premature Retirement. An officer may be called upon to retire or resign or may be removed at any time on grounds of inefficiency, unsuitability or misconduct.

11. Compulsory retention beyond normal retiring age. Under special circumstances, officers may be compulsorily

retained on the Active List beyond their normal retiring age.

12. Reserve Liability. Officers will have a liability to serve on the Malta Land Force Regular Reserve of Officers up to the following ages:-

Brigadiers and Colonels	57 years
Lieutenant Colonels and below	55 years

13. Pay and Allowances. Details of pay are given at Annex A.

Miscellaneous Benefits whilst serving.

14. Medical Benefits. Officers are entitled to free medical treatment.

15. Leave. Entitlement subject to the exigencies of the service will be as follows:-

- (a) Annual - (Police entitlement)
- (b) Terminal - 28 days, forfeited in the event of premature voluntary retirement.

16. Non-effective benefits. An officer holding a regular commission in the Malta Land Force shall be deemed to be the holder of a pensionable office. For this purpose, the provisions of the Pensions Ordinance (Cap. 143) and the Pensions Regulations annexed thereto will apply. It is recognised that the current provisions may not be entirely appropriate at present in that they do not envisage the case of officers with an expectancy of service appreciably shorter than that of those classes of officer to whom they apply. However the position is being studied with a view to determining what arrangements are, in fact, necessary to ensure that account is taken of the inability to serve for more than a given number of years, because of their particular conditions of service.

Further details will be published at a later date.
