

Educ. 249/70

MEMORANDUM TO CABINET BY THE
HON. MINISTER OF EDUCATION, CULTURE AND TOURISM

Terms of appointment of
expatriate Principal at M.C.A.S.T.

Following the departure of Mr C. Newland, Principal of the Malta College of Arts, Science and Technology, action was taken to find a suitable replacement. On the 6th October, 1970 the Prime Minister approved the appointment for four years of Mr J.E. Forlin as Chief Technical Adviser in the Education Department with responsibility for the College.

2. Initially this responsibility implies the direction of the College. This activity will be slowly phased down and Mr Forlin will assume increasing responsibility for management training for which he is so well fitted when a local Principal Designate is appointed, and has served the stipulated period of training as his understudy. In other words, he would continue to ensure that the Malta College of Arts, Science and Technology would fulfill its function which should be "to serve and service industry".

3. As the attached schedule shows Mr Forlin has excellent qualifications and experience for carrying out the assignment indicated above. However he is at present employed as a high powered business consultant and receives a salary of £7,500 (net £5,200) together with a 10% - 15% bonus arrangement not included in the above figure, together with a number of other fringe benefits. Moreover, his present post guarantees him a pension and security of tenure.

4. Mr Forlin is very willing to take up the Malta assignment; he knows Malta, he appreciates its needs and he wishes to make a contribution towards assisting in its industrial development especially vis-a-vis developments related to the Common Market. Being a Roman Catholic he is also fully in sympathy with Maltese ideals in the Education of Youth. However as a married man with one child still ten years old Mr Forlin has to think twice about giving up his present position unless the conditions of employment in his new post are not far removed from those in his present job.

5. Expatriate Staff at the College are paid at Burnham rates of pay together with an expatriation allowance of 40% of salary (one fourth of the expatriation being recoverable from the U.K. Government). No benefits, other than leave, are granted to staff and in all cases Malta Income Tax is paid on emoluments. (The only exception is Mr Mitchell the Training and Placement Adviser

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whose emoluments are met jointly by the Malta and United Kingdom Governments and in a sense, therefore, is serving under technical assistance arrangements.) On the basis of these arrangements Mr Forlin will get a net income in Malta of approximately £3,000 out of which he would have to pay a substantial insurance premium to provide cover against the loss of his pension.

6. These conditions are not attractive to Mr Forlin as they mean a substantial real loss in his earnings and Ministers are asked to consider whether these conditions can be improved in the following ways:

- a) extension of length of contract to five years (this should result in a lowering of the insurance premium payable);
- b) exemption of salary from Income Tax.

19 NOV 1970

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MR J. E. FORLIN

QUALIFICATIONS:

B.Sc. (Hons. Chemistry). Finals Physics, Chemistry, Mathematics, M.Sc. Applied Chemistry. Diploma Chemical Engineering.

CAREER:

20 years with I.C.I. Ltd. in Line Management, Research and Development and as Head of Method Study for the whole of the Nobel Division.

4 years with Booker Brothers McConnell & Co. Ltd. in Guyana carrying out Productivity assignments in Sugar, Shipping, Warehousing, Agriculture, Engineering, Pharmaceutical, Printing, etc. Was Director of Work Study and Operations Research for South America, the Caribbean and Canada.

5 years as Director of a Public Company in Engineering.

Lectured extensively in the U.K., South America, Canada and the U.S.A. in Management Training and Productivity and has published many of them.

INSTITUTIONS:

Fellow Foundations - Institute of Work Study Practitioners.

Founder Member - Institute of Materials Handling.

Member - Institute of Operations, Research (U.S.A.)
