

# Update

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From left to right: Olivia Farrugia, Joseph Farrugia and Matthew Giordmaina

## Information Session: Employment of Persons with Disability

An information session was organised at the Mediterranean Conference Centre to provide an update about progress made since the MOU between the MEA, the Malta Chamber of Commerce, Enterprise and Industry and Jobsplus was signed earlier this year.

During this session held by the Malta Employers' Association Mr Joseph Farrugia, Director General explained the salient points of the memorandum of understanding.

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The Memorandum includes the following principles:

- Persons with disability will be considered for quota purposes even if they are not on the ETC register (Jobsplus), but registered with the KNPD (KDPD) register.
- If a disabled person chooses – as is his/her right – to deregister themselves, it will not be to the detriment of the employer's quota.
- Persons with a certified disability but who are not registered will be acknowledged for the computation of the quota, but in such cases employers will not benefit from the incentive package.
- Since some disabilities may be of a temporary nature, accreditation of such cases will be granted for the duration of the period in which the employee is certified to be disabled.
- In-service or outsourced work agreements will be accredited for computation of quotas.
- Once a person with disability is employed, employers will not be penalised quota-wise if eligible persons with disability resign within one year of employment.
- The quota for companies with a fluctuating work force will be computed based on averaging of temporary employees over the whole year.
- Students with disability following apprenticeship schemes will be credited for the quota calculation.
- Employers who become complaint with the quota during

2016 will be exempted from the contribution for 2015 and 2016.

- ETC will make every effort to shortlist prospective employees with disability to save time for employers in recruitment exercises.
- Employers who operate a group of companies will be subject to an overall quota, thus one company can compensate for another within the group.



Matthew Giordmaina (second from left)

The session was also addressed by Mr Matthew Giordmaina from the KDPD who informed participants of the Workplace Accessibility Tax Deduction Scheme. (see **Appendix 1 below**)

For more information on this scheme or to download the application form click on [www.crdp.org.mt](http://www.crdp.org.mt).



Participants at the Info Session



Olivia Farrugia (first from left)

Ms Olivia Farrugia, Head of Division - Inclusive Employment Services (Jobsplus) answered to questions from the floor related to the MOU and the employment of persons with disability in general. The general feeling was that a lot of progress has been registered and the number of persons with a disability in employment has increased, but there were also concerns by employers about some issues. Amongst these was the fact that the supply of unemployed disabled persons was low and thus the demand to employ such persons in specific jobs was not being met in spite of the intention of companies to employ. Some large employers were also finding it difficult to fulfil the 2% quota and were still subject to pay the full contribution even though they had actually employed a number of persons with disability but which fell below the quota.

Ms. Farrugia also mentioned the Access 2 Employment scheme. You can find the details of this scheme in **Appendix 2 below**.

In his concluding remarks, Mr. Farrugia said that MEA will keep in touch with its members and Jobsplus in order to improve communication and to have a smoother working relationship between the stakeholders concerned.

## Incentives to Employers

### Appendix 1: The Workplace Accessibility Tax Deduction Scheme

1. This scheme is applicable to employers who already employ person/s with disability who are registered members either with KDPD and/or Jobsplus and/or plan to employ such persons in the coming future.
2. The tax deduction is claimed in the year of assessment following the year of when the expenditure was incurred.
3. The employer can claim a total of 100% of the cost against the income charged to tax. The tax deduction is capped at €20,000.
4. The deduction can only apply if the employer does not benefit from any form of assistance from the Government of Malta or any other entity.

### Target Groups

- Any person of age 24 and over who has been unemployed/inactive for the previous 6 months;
- Any person of age 24 and over who has been unemployed for

the previous 12 months during which he/she participated in a traineeship with the applicant undertaking;

- Any person who is living as a single adult who has one or more dependants and is not in full-time employment;
- Any person of age 24 and over who has not attained an upper secondary educational or vocational qualification (ISCED 3) and who does not have a job;
- Any person older than 50 years who does not have a job;
- Any person who has been unemployed/inactive for the previous 12 months during which he/she has not benefited from a traineeship with the applicant undertaking and who belongs to either category (3) to (5);
- Any person of age 24 and over who has been unemployed/inactive for the previous 24 months during which he/she has not benefited from a traineeship with the applicant undertaking;
- **Any person who is a registered disabled person under national law and is not in full-time employment.**

### Appendix 2: Access to Employment Scheme

The Access to Employment (A2E) Scheme provides employment aid to enterprises in Malta and Gozo to promote the recruitment of the more challenged amongst jobseekers and inactive persons. Through this scheme the integration into the labour is facilitated by:

- Enhancing opportunities to access the labour market and providing work experience to those furthest away from gainful employment;
- Bridging the gap between labour market supply and demand;
- Increasing social cohesion.

Employers who engage eligible individuals shall receive a subsidy of €85 per week per new recruit for 26 weeks, 52 weeks or 104 weeks, depending on the target group. **In the case of registered disabled persons, a subsidy of €125 per week for a maximum of 156 weeks is provided.**

The A2E Scheme is co-financed by the European Social Fund, the Maltese Government and employers.

