



**meea**  
MALTA EMPLOYERS' ASSOCIATION

# EMPLOYMENT LAW COURSE PART 2

**You Will Learn  
among others :**

**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 Regulated



**February - May 2024**



**online**

## CONTACT



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# AWARD IN EMPLOYMENT LAW PART 2

## 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

Starting 27 February 2024  
Ending 21 May 2024

Every Tuesday

## Fee

**MEA Members:** €550 per person  
**Non-Members:** €700 per person

10% discount to candidates who successfully achieved the MEA's Award in Employment Law Course held between 2017 and 2023.

Participants can apply for EU funding under the [Investing in Skills Scheme](#) managed by JobsPlus and/or under the [Get Qualified Scheme](#) managed by the Ministry for Education.

## Duration

12 Lectures of 2 hours each.  
Lectures will be held from 4pm to 6pm

## Location

online

## 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 Edward Mizzi**, Senior Associate, Camilleri Preziosi Advocates

**Dr Thomas Bugeja**, Senior Associate within the International Practice Department at Fenech & Fenech Advocates

**Dr Ron Galea Cavalazzi**, Partner, Camilleri Preziosi Advocates

**Silvio Farrugia**, Senior Manager (Policies and Programmes), Occupational Health & Safety Authority

**Dr Rebecca Diacono**, Senior Associate, Fenech & Fenech Adocates

**Dr Charlotte Camilleri**, Lawyer, Malta Employers' Association

**Ian Deguara**, Information and Data Protection Commissioner, Office of the Information and Data Protection Commissioner

**Mark Musù**, Permanent Secretary, Ministry for Social Policy and Children's Rights / Ministry for Social and Affordable Accommodation

**Annamaria Mifsud**, Senior Manager, PwC

## Booking T&Cs policy

Please click [here](#) to view the MEA's 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.*

## Dr Edward Mizzi



Edward's main area of focus is Employment and Industrial Relations where, as senior associate at Camilleri Preziosi Advocates, he is deeply involved in assisting clients with their day-to-day and representing them before the Industrial Tribunal. Edward also assists clients on other civil and corporate matters, including litigation before the superior courts.

## 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.

## Mark Musù



Mr Mark Musù joined the Public Service in 1986, holding various positions within the Ministry for the Family, Children's Rights and Social Solidarity and the Department of Social Security ever since. He worked in various positions within this Department until in December 2005 he was appointed Director responsible for EU & International Affairs within the Ministry for the Family and Social Solidarity.

In November 2008 Mr Musù was appointed Director (Strategic Development and International Relations) in the Department of Social Security and in November 2012 he was trusted with the role of Director (Pensions Strategy). During these years he represented Malta in various EU social security and other international committees, conferences and seminars.

In March 2013 he was appointed Permanent Secretary within the Ministry for the Family and Social Solidarity and in June 2017 he was reappointed as Permanent Secretary within the Ministry for the Family, Children's Rights and Social Solidarity. He also served as Chairperson of the Pensions Strategy Group. He is also a member of the Sustainable Development Network Board as well as a member of the Anti-Human Trafficking Committee. In November 2020 Mr. Mark Musù was appointed Permanent Secretary in the Ministry for Social Justice and Solidarity, the Family and Children's Rights and Permanent Secretary in the Ministry for Social Accommodation. In April 2022 Mr. Musù was appointed Permanent Secretary in the Ministry for Social Policy and Children's Rights and in the Ministry for Social and Affordable Accommodation.

Mr Musù graduated in Public Administration.

## Ian Deguara



Mr Ian Deguara was one of the first employees to join the Office of the Information and Data Protection Commissioner in December 2002 after successfully completing his studies at the University of Malta, where he obtained a degree in computing and also in management.

Initially, even before the Data Protection Act came into force in July 2003, his role included assisting the Commissioner to smoothly implement the novel set of rules which introduced fundamental rights to data subjects and imposed obligations on data controllers. Mr Deguara was involved in the investigation of data protection and freedom of information complaints, advised the Commissioner on local and European data protection issues and other technological matters, and represented the Office in expert groups of the European Data Protection Board.

Mr Deguara formed part of the national taskforce set up with the mandate to prepare the necessary legal instruments to implement the General Data Protection Regulation. He delivered various information sessions and participated as an expert speaker in a number of conferences which were organised to raise awareness on the reformed data protection package.

Mr Deguara formulated internal policies and devised strategies to align the Office's regulatory tasks and duties with the requirements of the GDPR.

During these years, Mr Deguara acquired a level of expertise in the area of the protection of personal data and freedom of information.

Since January this year, he held the position of Deputy Commissioner.

## Dr Charlotte Camilleri



Charlotte Camilleri is a lawyer by profession. Dr Camilleri studied at the University of Malta, Università degli Studi di Salerno and at Il Perugino Institute in Italy. She graduated in Doctor of Laws at the University of Malta in December 2005 and was called to the bar in 2006. In December 2010, she obtained a Magister Juris in European and Comparative Law from the University of Malta. Charlotte has for the past 16 years been regularly attending training courses on Labour Laws, Equality and Discrimination in employment at the Academy of EU Law in Trier, Germany. She has been selected, on occasion, as spokesperson for her group in moot cases.

She joined the Malta Employers' Association (MEA) in February 2006. Her responsibilities at the MEA comprise providing legal advice to MEA members on employment and industrial relations as well as social policy.

Furthermore, she assists MEA members in issues relating to the Department for Industrial and Employment Relations and disputes with trade unions. She also assists MEA Members before the Industrial Tribunal when the need arises. She helps MEA Members when negotiating collective agreements and also assists members when conducting disciplinary hearings and taking disciplinary measures. Dr Camilleri was a speaker at both local and international conferences and seminars and has chaired several workshops and panels.

She lectures employment law at the Malta Employers' Association and is a senior researcher and guest lecturer at the Centre for Labour Studies within the University of Malta. She is also examiner at the Faculty of Laws at the University of Malta.

## 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 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 Ron Galea Cavalazzi



Ron heads the Competition, Energy and Projects Team at Camilleri Preziosi Advocates, which deals with an array of legal practice areas, all of which converge when advising on projects, particularly those related to the public sector.

Ron has been involved in a variety of projects, including in the energy, aviation, transport and infrastructure sectors. Through his involvement in public sector projects over the last eighteen years, Ron has developed extensive experience and expertise in matters concerning public procurement, State aid and Competition law, advising both Government and public sector entities, as well as private client on such matters, including on antitrust claims, procurement appeals and services of general economic interest.

Considered one of the local experts in the field, Ron advises clients on Employment and Industrial Relations matters on a daily basis, ranging from mundane HR matters to assisting clients in collective agreement negotiations, restructuring, transfers of business and collective redundancies. Ron has been involved in some of the major collective employment disputes in Malta, particularly on matters relating to alleged discrimination and equal pay claims.

Ron has led a number of major procurement procedures in the energy sector, including the procurement of the first HVAC submarine interconnector cable between Malta and Sicily, as well as the first gas-to-power IPP project.

After having researched his thesis on aviation security and airport installations at University La Sapienza at Rome, Ron advises Malta's only international airport and the national airline, providing advice on a range of matters, on a daily basis. He also represents Malta International Airport p.l.c. on the policy committee of the Airports Council International (Europe).