



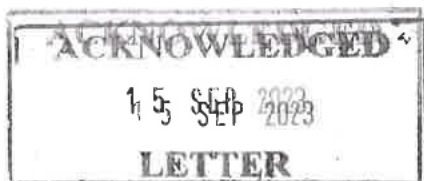
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**Prof. Alfred J. Vella
Rector**



Commissioner for Education
Chief Justice Emeritus Vincent A. De Gaetano
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Valletta VLT 1210
Malta
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15 September 2023

Re: Case No CEDUC-23-3897

Dear Commissioner

Reference is made to your final opinion regarding the above-mentioned case, dated 24th August 2023, regarding a complaint lodged by [REDACTED]

While thanking you for the investigation, I have consulted at length regarding your recommendation but I am of the view that the Promotions Board judged the matter correctly. That is, the eight-year eligibility criterion has been explicitly set out in the collective agreement as a baseline minimum requirement, and this following extensive negotiations with the relevant staff union. This eight-year eligibility criterion cannot be exchanged or otherwise compensated for with professional, political, philanthropic or other experience.

For these reasons, I respectfully have to inform you that the University is not in a position to implement the recommendation made in your final opinion.

Yours sincerely,

Professor Alfred J. Vella
Rector