

## Vincent A Degaetano

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**From:** Caroline Demarco <Caroline.Demarco@mcast.edu.mt>  
**Sent:** 16 October 2024 09:29  
**To:** Vincent A Degaetano  
**Cc:** [REDACTED]  
**Subject:** RE: Case No CEDUC-23-4196

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Dear Commissioner,

We apologize for the delay in responding.

Senior Management has reviewed and discussed the recommendations outlined in your final opinion and has reached the following decisions:

**Recommendation #1:**

Senior Management reviewed Recommendation #1 and agreed that MCAST shall adhere to the MEYR's process regarding the announcement of the Interviewing Board's composition to candidates. As MEYR does not disclose the identities of Interviewing Board Members to candidates, it was decided that MCAST shall adopt the same practice.

**Recommendation #2:**

Senior Management reviewed Recommendation #2 and determined that interviews shall not be video recorded under any circumstances.

**Recommendation #3:**

Senior Management reviewed Recommendation #3 in consultation with the line Ministry and decided that MCAST shall amend the Appeals Board Composition Procedure to safeguard both independence and impartiality.

Should you require further information, kindly do not hesitate to contact me.

Regards,

**Dr. Caroline Demarco**  
Director in the Office of the Principal  
Legal & DPO

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**MCAST**