

STARTING FROM **AUG & OCT 2025**

Labour Migration Policy

FAQ SHEET

STARTING IN AUGUST



TAKE EFFECT 1ST AUGUST 2025

1. MONITORING TERMINATION RATES

Monitoring will begin, with notifications sent to applicants if thresholds are exceeded. No sanctions initially, but a gradual market alignment will start, reducing thresholds by **5% every three months** until July 2026.

2. VACANCY AD REQUIREMENTS

Employers must provide evidence of **at least a three-week advertisement period** on suitable media. From October, advertising on the Jobsplus/EURES portal becomes **mandatory**.

3. REDUNDANCY PROCESSES

If an employer has made any worker redundant (regardless of nationality) due to business closure or lack of work for the **same job position during the previous 12 months**, their application will be **rejected**.

4. PROMPT SUBMISSION OF ENGAGEMENT & TERMINATION FORMS

Employers are required to **promptly submit** engagement and termination forms for all employees, including TCNs who have been granted a work permit.

5. COMPLIANCE WITH THE PERSONS WITH DISABILITY (EMPLOYMENT) ACT (CAP 210)

Employers must ensure **at least 2%** of their workforce are **persons with disabilities or make an annual contribution**. Non-compliance will **suspend** processing of all TCN applications, except renewals, until the issue is rectified.

6. NEW FEE STRUCTURES

The current fee for a first-time permit and renewal is **€300**. The new work permit fees will be set as follows:

First-time applications	€600
Renewal fee	€150 per year
Change of employer	€600
Change of designation	€300
Roles in health sector & elderly/disability care	€150 (all fees at this level)

7. EXTENSION OF GRACE PERIOD FOR TCNS

A proposed amendment to **Subsidiary Legislation 217.17** would allow TCNs a **30-day period** to stay and seek new employment, with the possibility to extend this by **another 30 days** if they can prove sufficient financial resources.

8. NEW SALARY BENCHMARKS FOR KEI & SEI

The revised salary thresholds are:
KEI: an annual gross salary of at least **€45,000 per annum**;
SEI: an annual gross salary of at least **€30,000 per annum**.

9. RESTRICTIONS ON PERMIT APPLICATIONS

Applications from TCNs in Malta on visas that don't allow work, like tourist visas, will be **rejected**. However, this restriction does not apply to sportspersons.

10. RENEWAL VERIFICATION CHECKS

Renewals will depend upon verification that the working conditions, as specified in the work contract at the time of single permit application approval, are being maintained.
Jobsplus and Identita' will request confirmation.

11. WORKFORCE APPLICATION LIMITS

Employers can apply for additional TCNs based on a **fixed % of their workforce**. The table below shows the maximum number of employees the organisation could have **12 months prior** to the application date; this limit **must not** be exceeded.

Micro (1-9 employees)	Up to 200%
Small (10-49 employees)	100%
Medium (50-249 employees)	50%
Large (250+ employees)	25%

12. SUPPORT FOR PARTNERS & FAMILIES

Partners of Maltese nationals and **parents of Maltese nationals under 23 years old** will receive residence permits exempting them from the standard TCN single permit process. They will still need an **employment licence**, similar to beneficiaries of protection, in their own name.

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STARTING IN OCTOBER

TAKE EFFECT 1ST OCTOBER 2025

1. SALARY PAYMENTS

All salary payments to **third-country nationals** registered from 1 August 2025 onwards must be made exclusively through **licensed financial institutions via electronic payments**.

Cash payments will no longer satisfy employment contract requirements. This applies to new applications and 'change of employer' registrations after 1 August 2025.

2. INTERIM PERMITS FOR TCNS FROM VISA WAIVER COUNTRIES

Third-country nationals from visa waiver countries who apply for a single permit within **60 days of entering** the Schengen Area will receive an interim permit to stay in Malta while their application is processed. Those applying between 61 and 90 days after entry must wait for the application outcome outside the Schengen Area.

3. VICTIMS OF HUMAN TRAFFICKING

Victims of human trafficking applying for residence permits under **S.L. 217.07** will be **exempt from application fees**. These permits will be valid for **one year**, instead of six months, and can be renewed throughout any ongoing court proceedings.

OTHER INITIATIVES

HELPLINE

A dedicated helpline via **servizz.gov 153 (Extension 19)** has been set up for employers to inquire about and schedule appointments related to their preliminary labour market testing status. Please note, this service does not guarantee application approval.

NATIONAL VISA (D) FOR TRIALS OF TCN PROFESSIONAL SPORTSPERSONS WITH MALTESE-REGISTERED SPORTS CLUBS

A **new visa** will be launched to facilitate the entry of professional sportspersons, regulating the admission and temporary stay of third-country nationals who wish to undergo trials with Malta's registered sports clubs.

READ THE FULL LABOUR MIGRATION POLICY DOCUMENT (JULY 2025) **HERE**.

ONGOING INITIATIVES

1. ASSESSMENT OF SHORTAGES AND SURPLUSES

Jobsplus will continue to adopt and refine robust methodologies to assess labour market needs.

2. UPSKILLING & INTEGRATION OF THE FOREIGN WORKFORCE

Jobsplus offers a range of training schemes and courses that see high participation from the local workforce. Various new initiatives will be introduced progressively over the coming years.



3. SKILLS CARDS

To be rolled out gradually and as necessary.

4. STRATEGIC PARTNERSHIPS

Specific partnerships will be announced following their finalisation.

5. LIST OF HIGH-RISK COUNTRIES

A list will be developed and regularly updated to reflect current risks