



PARLAMENT TA' MALTA

IT-TNAX-IL LEGIŻLATURA

P.L. 3059

Dokument imqiegħed fuq il-Mejda tal-Kamra tad-Deputati fis-Seduta Numru 171 tat-2 ta' Lulju 2014 mill-Ministru għall-Intern u s-Sigurtà Nazzjonali.

Raymond Scicluna
Skrivan tal-Kamra

Old Policy

Annex A to AFM/5752/000 C
dated 25 March 2011

POLICY ON THE PROMOTION PROCESS FROM MAJOR TO LIEUTENANT COLONEL

General

1. The Armed Forces of Malta conducts promotion exercises to fill vacant posts in the rank of Lieutenant Colonel. The objective of such exercises is to select from those officers who are at the time eligible, the most suitable candidates to fill vacant posts in the rank of Lieutenant Colonel. Such promotion exercises ensure the AFM is able to meet the ever-increasing demands placed on the Force both at staff and command levels.
2. Officers selected for promotion to Lieutenant Colonel begin the senior field grade years where they can provide maximum contribution to the AFM as Commanding Officers and Staff Officers I. Officers in the rank of Lieutenant Colonel serve as senior leaders and managers throughout the whole of the AFM where they provide knowledge, experience, vision and mentorship mastered over their previous years of service in the Force.
3. In accordance with the AFM Appointments and Conditions of Service of the Regular Force Regulations, promotions to the rank of Lieutenant Colonel are made subject to recommendation based on efficiency, seniority and selection to fill a vacancy. Eligible substantive Majors aspiring for promotions to the rank of Lieutenant Colonel undergo a selection process intended to earn a recommendation to the Minister to fill vacant posts.
4. A Senior Ranks Appointments Advisory Committee (SRAAC) administers the assessment process. This Committee is chaired by the Principal Permanent Secretary and includes Commander AFM, the Deputy Commander AFM and Director, Defence Matters Directorate, OPM as members. It may also include two other individuals appointed by the Minister responsible for Defence.

Eligibility

5. A Major must satisfy the following criteria to be eligible for consideration for promotion to the rank of Lieutenant Colonel:
 - a) Passed the Captain to Major promotion exam in the case of those officers enlisted under the Officer Cadet Scheme post 1987.
 - b) Be medically fit as per the applicable AFM Fitness Standards for Retention in the Force.
 - c) Have a minimum of 15 years of reckonable service as a commissioned officer, of which at least two years must be in the rank of Major as at 31 December of the preceding year.
 - d) Holds a National Security Clearance Certificate at SECRET level.
6. Those officers enlisted under and post the officer cadet scheme of 1997 would have to serve a mandatory minimum period of three years in the rank of Major during which time they should receive 2 valid confidential reports. The aim of this minimum period is to allow officers the opportunity to gain additional experience before being considered for promotion to Lieutenant Colonel.

Declaration of Interest

7. Interested candidates who meet the above criteria and who consider themselves suitable to fill one or more of the announced vacancies in the rank of Lieutenant Colonel are invited to formally declare their interest by completing the Declaration of Interest Form attached at Annex 'A' to this document. Declarations of interest are to include; a detailed curriculum vitae as per proforma found at Annex B together with a motivational statement why the applicant considers himself/herself suitable to fill each individual vacant post in the rank of Lieutenant Colonel **he/she has declared an interest in.**

8. Candidates may declare their interest in more than one vacant post.

Assessment Criteria

9. The SRAAC assesses candidates against the following criteria:

- a) Efficiency - Points awarded under this criteria cover:
 - i. *Military Knowledge*
 - a) A written one page point brief on a professionally relevant subject that candidates would have seen for the first time and which will be common to all candidates. Candidates are expected to show coherent structure with an introduction, argument and conclusions, without significant error of grammar, syntax or spelling. This will be a timed exercise, followed by a short question and answer session during which the candidates are expected to demonstrate their full understanding of the same document to the SRAAC.
 - b) Answers to questions on case studies presented to candidates by the SRAAC. Case studies will be the same for all and will not be directly linked to any of the posts.
 - c) Other questions. The knowledge and understanding required of a Lieutenant Colonel is not confined solely to military matters. Officers must demonstrate their knowledge in, inter alia; national and international affairs and security and defence matters, both in Malta and in the world, as they affect the country and the Armed Forces of Malta.
 - ii. *Military Qualifications* (pre-commissioning, basic and specialist military training, advanced specialisation, and staff training)
 - iii. *Command Experience* (Unit 2i/c or Company/Battery/Squadron Commander post and platoon/troop posts.)
 - iv. *Staff Experience* (SO 3/ SO 2).
 - v. *Civilian Educational Qualifications* (general and related to the post).
 - vi. *Overseas Operational Deployments*
- b) Seniority - Points for seniority are calculated on the basis of a Major's length of reckonable service as a commissioned officer in the AFM and the time spent in his /her substantive rank.
- c) Selection to fill a vacancy - Lieutenant Colonels are expected to be competent and committed in achieving results. Officers must therefore possess leadership, management, representational, writing and analytical skills commensurate with the headship position that the successful candidate will fill, Points are awarded on:
 - i. The attributes of each Major, evaluated against the requirement of the vacant.
 - ii. The motivational statement describing why a Major considers himself/herself suitable to fill each individual vacant post he or she is interested to fill.

Timeline

10. Notification of the vacancies to be filled will be formally announced. The assessment will be held not earlier than four weeks following the call for declaration of interest in the vacant posts.

Briefing Session

11. A briefing session will be held for Majors following the notification of the Major to Lieutenant Colonel Promotion Exercise.

SELECTION PROCESS
FILLING OF VACANT LIEUTENANT COLONEL POSTS

DECLARATION OF INTEREST

I, Major _____, holder of ID Card Number: _____ declare that I am interested to undergo the selection process to be considered to fill the following vacant posts in the rank of Lieutenant Colonel¹.

- a. _____
- b. _____
- c. _____
- d. _____

I declare that I am familiar with the selection process.

I attach a detailed CV together with a motivational statement in respect of each vacant post/s I wish to be considered for selection.

Signature

Date

¹ List in order of priority.

SELECTION PROCESS
FILLING OF LIEUTENANT COLONEL POSTS

CURRICULUM VITAE

<u>Surname</u>	<u>First Name</u>	<u>Initials</u>		
<u>Rank and Date of Rank</u>	<u>Date of Birth</u>	<u>Family Status</u>		
<u>Nationality²</u>	<u>Service</u>	<u>Component</u>		
RECORD OF SERVICE (start with most recent, giving current posting and appointment and location of work)				
<u>Unit/HQ</u>	<u>Appointment</u>	<u>Dates</u>	<u>Duties Performed</u>	
COURSES ATTENDED (LOCAL & OVERSEAS)				
<u>Course</u>		<u>Dates</u>		<u>Remarks</u>
		<u>From</u>	<u>To</u>	

² To include details of dual Nationality Holders

ACADEMIC QUALIFICATIONS		
<u>Qualifications</u>	<u>Awarded By</u>	<u>Date</u>
TECHNICAL QUALIFICATIONS		
<u>Qualifications</u>	<u>Awarded By</u>	<u>Date</u>
<u>ADDITIONAL INFORMATION</u> ³		

Name Surname

Signature

Date

³ Additional Information that the applicant would like to include.

SELECTION PROCESS
FILLING OF LIEUTENANT COLONEL POSTS

MOTIVATIONAL STATEMENT⁴

Motivational statement in respect of _____ post⁵.

Name Surname

Signature

Date

⁴ In not more than 500 words write why you consider yourself to be suitable to be considered to fill the vacant post including what contribution you can offer vis a vis the post.

⁵ Separate statement to be submitted in case a declaration is being submitted for more than one vacancy.