FLEXI-TRAINING SCHEME 2026/2027 – PUBLIC SECTOR TERMS AND CONDITIONS

Public employees who are athletes forming part of the national team under the national organisation rules in all individual sport may be released from work, to train professionally in their sport, for a number of hours per week as requested by the applicant or as determined by the MOC Interviewing board and approved by SportMalta.

Eligible public service and public sector employees:

a. Athletes with forthcoming fully approved international sport commitments, in their personal capacity, at the top national level.

b. Athletes with great promise in their sport and with a great possibility of representing Malta in fully approved international commitments in the near future.

Will be eligible to apply for the flexi training scheme and have the opportunity to train professionally in their sport for a number of hours requested by the applicant per week or any other amount the interviewing board deems adequate.

This will be determined by the Board following consultations with the association of the sport, which is registered with the Regulatory Authority and which organisation is also affiliated with the respective International Sport Organisation.

1. Application Procedure

1.1 The employee/athlete should submit a written request, to participate in the Scheme, addressed to his/her Head of Department.

1.2 The Head of Department is to forward his/her recommendations and comments, should any objections arise on the employee/athlete's request, to the Permanent Secretary responsible for sport and copied to the SportMalta. Approvals shall be done through a letter of recommendation addressed to the SportMalta from the Head of Department, through the Permanent Secretary, which shall be sent to the employee/athlete.

1.3 The employee/athlete shall attach the letter of recommendation mentioned in clause 1.2 above, to the application form which is to be sent to the SportMalta.

1.4 The application shall be submitted by national athletes / athletes with national potential directly to the SportMalta. The application shall have detail including an annual

training schedule of the athlete, endorsement by the employer of the athlete and all the documentation required as per section below and the application itself.

1.5 The SportMalta shall forward the applications to the interviewing board formed by the MOC and the interviewing board shall assess all the applications received. Applicants shall be asked to sit for an interview.

1.6 The National Sports Organisation shall be asked for its recommendations in relation to the applicant's performance and potential and the said recommendations shall be taken into consideration by the SportMalta.

1.7 The Interviewing board shall rank the athletes in accordance with the interview results and decide on whether to grant the number of hours requested by the applicant per week or any other amount it deems adequate.

Please circle the criteria according to your **current** sports level (season 25/26 – 1st August 2025 to 31st August 2026):

Scheme A	Up to 30 hours	• Medallist in the last edition of European Championships, Mediterranean Games, European Games, Commonwealth Games • Finalist* in the last edition of Olympics, Paralympics, World Championships or any other games/ championships/ cups which are the sole event that gives the Title of the World Champion of the said event to the winner. If there are no rounds, the athlete must finish in the top 10 percentile. • World ranking: top 5 in an Olympic Sport and top 3 in non-Olympic Sport (open category and not age group). • European ranking: top 3 in an Olympic Sport and top ranked in non-Olympic sport ((open category and not age group). • During the last season, the athlete achieved: ○ athletics WA points – 1125 points or an average of 1100 on 3 valid competitions (main event and legal wind, if applicable) ○ swimming: World Aquatics points – 820 points or an average of 800 on three races (main event) ○ trap: average of best 3 competitions of 122(men)/ 120 female. One of the events must be an international event.

		○ skeet: average of best 3 competitions of 123 male/ 121 female. One of the events must be an international event. ○ pistol: average of best 3 competitions of 580 male/570female ○ bowling: average score on 6 games of 240(men) and 230(female) in the best 3 games in 3 competitions. One of the competitions must be international ○ martial arts/racket sports: top 25 in the world rankings or top 10 in European rankings with more than 100 athletes ranked. ○ Archery: a score of 700/720 on 3 events. One event must be international. •
Scheme B	Up to 20 hours	• Finalist* in the last edition of European Championships, Mediterranean Games, European games, Commonwealth Games, • Semi-Finalist* in the last edition of Olympics, Paralympics, World Championships or any other games/ championships/ cups which are the sole event that gives the world champion title of the said event to the winner. If there are no rounds, the athlete must finish in the top 25 percentile. • Medallist in other championships/cups with more than 20 participating countries in the event[$] • Qualified by standard (not invitational card) for the next edition of Olympics, Paralympics, Commonwealth Games, European Games, World Championships or any other games/ championships/ cups which are the sole event that gives the champion title of the said event to the winner. • During the previous season, the athlete achieved: ○ Athletics WA points – 1075 points or an average of 1050 on 3 valid competitions (main event and legal wind, if legal) ○ swimming: World Aquatics points – 775 points or an average of 750 on three races (main event)

		○ trap: average of best 3 competitions of 120 male/ 118 female. One of the events must be an international event. ○ skeet: average of best 3 competitions of 121 male/ 119 female. One of the events must be an international event. ○ pistol: average of best 3 competitions of 570 male/560 female ○ bowling: average score on 6 games of 230(men) and 220(female) in the best 3 games in competitions. One of the competitions must be international event. ○ martial arts/racket sports: top 35 in the world rankings or top 15 in European rankings with more than 100 athletes ranked. ○ Archery: average of 690/720 on 3 events. One event must be international. • Multiple medallists of which one is a Gold Medal in individual event during the last edition of GSSE • World ranking: top 10 in an Olympic Sport and top 5 in non-Olympic Sport • European ranking: top 5 in an Olympic Sport and top 3 ranked in non-Olympic sport
Scheme C	Up to 10 hours	• Gold or Silver Individual medallist in the last edition of GSSE. • Medallist in other championships/cups with less than 20 but more than 10 participating countries in your event[$] • During the last season, the athlete achieved: ○ athletics World Athletics points – 925 points or an average of 900 points on 3 valid competitions (main event and legal wind, if legal) ○ swimming: World Aquatics points – 725 or an average of 700 points on three races (main event). ○ trap: average of best 3 competitions of 115(men)/ 113 female ○ skeet: average of best 3 competitions of 117/ 115 female ○ pistol: average of best 3 competitions of 570 male/560female

		○ bowling: average score on 6 games of 220(men) and 210(female) in the best 3 games in competitions. One of the competitions must be international event. ○ martial arts/racket sports: top 40 in the world rankings or top 18 in European rankings with more than 100 athletes ranked. ○ Archery: average of 680 on 3 events. • World ranking: top 15 in an Olympic Sport and top 8 in non-Olympic Sport • European ranking: top 8 in an Olympic Sport and top 5 ranked in non-Olympic sport.
Scheme D	Up to 5 hours	• Bronze medallist in an individual event or Medallist in doubles/teams events in the last edition of GSSE of an individual sport. • During the last season, the athlete achieved: ○ Athletics: World Athletics points – 900 points or an average of 850 points on 3 valid competitions (main event and legal wind, if legal) ○ swimming: World Aquatics points – 650 or an average of 625 points on three races (main event). ○ trap: average of best 3 competitions of 113(men)/ 111 female ○ skeet: average of best 3 competitions of 115/ 113 female ○ pistol: average of best 3 competitions of 560 male/550female ○ bowling: average score on 6 games of the best 3 competitions 210(men) and 200(female). One of the competitions must be international event. ○ martial arts/racket sports: top 45 in the world rankings or top 20 in European rankings with more than 100 athletes ranked. ○ Archery: average of 670/720 on 3 events. • Medallist in other championships/cups with less than 10 participating countries in your event with a minimum of 15 participants. [$] • Qualified by standard (not invitational card) for the next edition of GSSE in the season of the games.

		• Top 50 percentile in the last edition of Olympics, Paralympics, Commonwealth Games, World Championships or any other games/ championships/ cups which are the sole event that gives the title of World Champion of the said event to the winner. • National Champion with more than 5 athletes in the event in the last edition of the National Championships showing improvement in one of the last 2 seasons

All results are to be obtained need to follow the IF rules. Points are based on the last point system published by the IF.

*There must be a previous round
$ Subject to vetting of the event. A minimum of 25% of the athletes or countries participating in the competition must be ranked higher than Malta in the relevant international ranking.

Only the Official Open International federation rankings are taken in consideration.

1.8 SportMalta shall forward its recommendations to the Permanent Secretary responsible for sport who shall approve or reject the recommendations.

1.9 Following confirmation of approval by the Permanent Secretary, the said rankings shall be published on the SportMalta website.

1.10 Once the rankings are published, the approved athletes shall be required to sign an agreement. Failure to sign the aforementioned agreement shall result in the forfeiture of the grant. The agreement shall also be signed by the coach, the national sports organisation and the employer. All agreements must reach the SportMalta within 30 days from publication of results and failure to do so, may result in the forfeiture of the grant.

2. Period of Coverage

2.1 The athletes' training leave should be approved for a period of not more than twelve (12) calendar months. The scheme shall be operational on a yearly seasonal basis. The period for Flexi Training Scheme 2026/27shall run from November 2026 to August 2027.

2.2 All employees released on this scheme shall retain their public employee status throughout their release. The following parameters shall furthermore apply:

- During the period of release, employees will only be entitled to receive their basic salary. Allowances will be paid on a pro-rata basis. Any Sunday and/or Public Holiday allowances will be forfeited, and the employee will be paid the basic salary for the hours spent training under this scheme on a Sunday and/or public holiday.
- During the period of release, employees are regulated by the PSC disciplinary procedures or the disciplinary procedures applicable in the respective entity (in the case of public sector employees), for any misconduct. This is without prejudice to the regulations governing their respective National Sport Organisation and any other conditions stipulated by SportMalta in the flexi-training contract.
- Released employees are not entitled to paid injury leave. They are however, entitled to ordinary sick leave for any injury sustained during the training sessions being undertaken in the period of the release.
- Public employees may not avail themselves of family-friendly measures or any form of special leave concurrent with the Flexi Training Scheme.
- Hours given in this scheme are to be used to train extra sessions over and above the normal training schedule as stated in the application and not to replace the normal hours of training.

3. The Permanent Secretary responsible for Sport

3.1 Following recommendations by the Head of Department the Permanent Secretary will have responsibility to authorise/reject the employee/athlete's application to participate in the Scheme.

4. The Head of Department

4.1 The Head of Department should receive the employee/athlete's written request, to participate in the Scheme at least ten (10) days before the closing date for submission of applications to SportMalta;

4.2 The Head of Department, within five (5) days of receiving the employee/athlete's request to participate in the Scheme, is to forward his/her letter of recommendation/ objection to the Permanent Secretary;

4.3 If the employee/athlete is accepted to form part and has commenced making use of the Scheme, the Head of Department shall have the right to:

a) do random spot checks during the training programme

b) request, and be immediately provided with, any other information (on the athlete and relating to the Scheme) deemed relevant.

5. SPORTMALTA

5.1 The SportMalta, shall have the right to:

a) delegate the MOC to do random spot checks during the training programme;

b) to request, and be immediately provided with, medical/fitness tests to certify that the athlete is of an acceptable level of fitness appropriate for his/her sport and according to the set training programme;

c) to request, and be immediately provided with, any other information (on the athlete and relating to the Scheme) deemed relevant.

5.2 SportMalta may furthermore, monitor the athlete's training and require regular meetings with the athlete, the coach and the MOC.

6. The National Federation / Association (NSO) [1]

6.1 The NSO should be:

a) registered with the regulatory authority and recognised by the MOC;

b) affiliated to or recognised by the respective International Sport Organization.

6.2 At application evaluation stage, the National Sports Organisation shall be asked for its recommendations in relation to the applicant's performance and potential and the said recommendations shall be taken into consideration by SportMalta.

6.3 Once the employee/athlete is successful with his application, the NSO shall be expected to provide to SportMalta and to the MOC upon request with:

a) full profile of the athlete;

b) confirmation that the employee/athlete has been selected for the national selection in preparation for events which are organised, approved or recognised by the respective official International Sports Organisation as per MOC approved list (where applicable);

c) proposed training schedule.

6.4 If the application request for the Scheme is accepted, the NSO has to sign an undertaking, with the SportMalta, that it will;

a) d) immediately inform the SportMalta, the MOC and the relative head of department should the athlete be dropped from the national selection plans;

b) e) inform the SportMalta and the MOC should the athlete face any injury and/or illness;

c) f) acknowledge the fact that the athlete is sponsored by the government through the Scheme;

d) g) acknowledge the SportMalta as the NSO's partner and will include the latest SportMalta logo in all its communication material.

7. The athlete's coach

7.1 The coach, entrusted by the NSO, forming part of the Scheme should:

a) endorse and approves the reports prepared by the athlete, referenced in 8.2 below.

b) be fully and totally responsible for the fitness level and medical condition of the athlete all throughout the Scheme;

c) be fully and totally responsible for the total actuation and supervision of the training programme within the Scheme;

d) provide a contact telephone number;

e) be entrusted with the planning and supervision of the employee/athlete during the Scheme;

f) c) sign an undertaking with the SportMalta, through the NSO, that he will supervise the training programmes in total correctness and responsibility.

8. The employee/athlete:

8.1 Once the employee/athlete is successful with his/her application, the employee/athlete shall be expected to provide the SportMalta or the MOC with a medical and blood test result, if requested.

8.2 The employee/athlete will be informed by the SportMalta of the final decision whether his/her request to participate in the Scheme has been upheld or not.

8.3 The employee/athlete shall be required to:

a. provide the MOC, by not later than the 27th day of the previous month, with detailed planned schedules, endorsed also by the coach, of the training sessions commencing from the first day of the month, namely;
   i. a detailed time schedule of the training programme;
   ii. details of the training facilities to be used by the athlete;
   iii. details of the content of training;
   iv. details of competitions (locally or abroad) during the following month.
   v. Details of any injuries incurred, if any

   For the avoidance of doubt, the planned training schedule for the month of February, shall be provided by 27th January.

b. Use the log in/ log out system provided by SportMalta every session listed in the Schedule as per clause 8.3.a.

c. provide the MOC, within seven (7) days of the following month, a monthly written report, signed by both the athlete and the coach, listing the proceedings of the past month's training scheme, the actual hours of training performed, results obtained in competitions, the progress made and the details of attendance , for each training session. Failure to submit the report within the stipulated timeframe will be considered as the athlete having not made use of any hours during that month. SportMalta will inform the employer accordingly. Those hours will not be carried forward.

8.4 The athlete, if accepted to participate in the Scheme, has to sign a contract with the SportMalta undertaking that s/he will:

a) abide with the Code of Sport Ethics

b) Give consent to SportMalta and MOC to review the log-in/log-out system for verification purposes against the tentative and actual monthly reports.

c) make no use of illegal substances and/or performance enhancing drugs and/or other doping methods;

d) undertake any doping tests and update the ADAMS system thereby keeping NADO informed of his/her whereabouts (and submit other information, which includes

but is not limited to details on the athlete residence, training venues and times, competition schedule, holiday arrangements etc. as well as a 60-minute time slot between 6am and 11pm where they can be located for testing) as required by NADO;

e) immediately provide a contact telephone number for quick and easy contact if the need arises;

f) be available, at all times, to be used by the SportMalta and/or the government for sport promotion purposes;

g) immediately inform the MOC when s/he is sick and is making use of his/her entitled sick leave;

h) will return back immediately to work with his employer:

i. in cases of injury, unless covered with a medical certificate;

ii. if dropped from the national selection;

iii. when not reporting for training;

iv. when not fit for training.

8.5 The approved employee/athlete is to be considered still as an employee[2] of his/her respective governmental department during the training sessions.

9. DEFAULT

9.1 Instances where the athlete is found guilty of:

a) Unjustified absence for a training session

b) Falsely reporting non-training hours as training hours

a) Doping.

b) unsportsmanlike behaviour on and off the training/ competition field.

c) Lack of respect towards his supervisor/s.

d) Any flagrant action and be suspended indefinitely in his sport capacity.

e) Any other action deemed to be serious in nature.

shall lead to an immediate termination of the agreement [3].

9.2 Further to the above paragraph, if in default, through a doping offence / the use of illicit substances and/or drugs, the employee/athlete has to reimburse the government of Malta for all the training hours, allocated to the said employee/athlete, until found guilty of such offence.[4]

9.3 If the NSO fails to inform the SportMalta and the head of department should the employee/athlete be dropped from the national selection, the NSO will incur a fine of double the monetary amount [5] which was paid to the employee/athlete during the default period.

9.4 If the NSO fails to inform the SportMalta and the head of department when the employee/athlete faces injury and/or illness, both the NSO and the athlete will respectively incur a fine of double the monetary amount [6] that was paid to the employee/athlete during the default period.

---

[1] with whom the employee/athlete is registered.
[2] under the jurisdiction of the Public Service Management Code.
[3] as well as any disciplinary action in accordance with the Public Service Management Code.
[4] without prejudice to further actions taken in accordance with the Laws of Malta.
[5] of the pro-rata payment applicable to the Scheme.
[6] of the pro-rata payment applicable to the Scheme.

Application with the required documentation in Flexi Training Scheme 2026/27 shall reach SportMalta via email on assistances.sportmalta@sportmalta.org.mt by not later than **Wednesday 30th September 2026, noon.**

Interviews will take place **online during first week of October 2026.**

Any remaining documentation required as part of the application shall reach SportMalta via email on assistances.sportmalta@sportmalta.org.mt by not later than **Friday 9th October 2026, noon**