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Total teaching and non-teaching staff in formal education during academic year 2018-2019 amounted to 17,438, an increase of 1.8 per cent when compared to the previous academic year.

## Personnel in Education: 2018-2019

### Teachers and academic staff

Classroom teachers and academic staff in pre-primary to tertiary education institutions during academic year 2018-2019 increased by 2.0 per cent over the preceding academic year, totaling 9,317. Of these, 25.9 per cent were teachers at the upper secondary and post-secondary non-tertiary levels, while 22.6 per cent were primary teachers. The largest share of teaching personnel were females, at 66.8 per cent. Full-time teachers accounted for 86.0 per cent of the total (Table 2).

Tertiary-level male academic staff totalled 1,251, or 63.9 per cent of the total academic staff at the tertiary level (Table 3). During the academic year under review, 16.4 per cent of all teaching staff were aged between 35 and 39 years, followed by the 25 to 29 years age-bracket, at 16.2 per cent (Table 4).

The proportion of teaching staff in state-run institutions corresponded to 74.4 per cent of the total teaching staff. This was followed by church schools at 16.4 per cent, and 9.2 per cent in private schools (Table 5). The overall pupil-teacher ratio stood at 9.2 pupils per teacher during academic year 2018-2019. The highest ratio was recorded in private schools, at 12.4 pupils per teacher, followed by church schools at 11.2 pupils per teacher (Table 6).

### Non-teaching staff

During academic year 2018-2019, non-teaching staff in education amounted to 8,121, an increase of 1.6 per cent when compared to the previous academic year. Females represented 73.4 per cent of the total non-teaching staff. Almost half of the non-teaching personnel were 'Teacher Aides', totaling 4,047, or 49.8 per cent (Table 7).

The majority of teacher aides was aged between 30 and 39 years, at 37.2 per cent of the total (Table 8). School level management and higher level management personnel stood at 1,067, registering an increase of 5.9 per cent when compared to the previous academic year (Table 9) ■

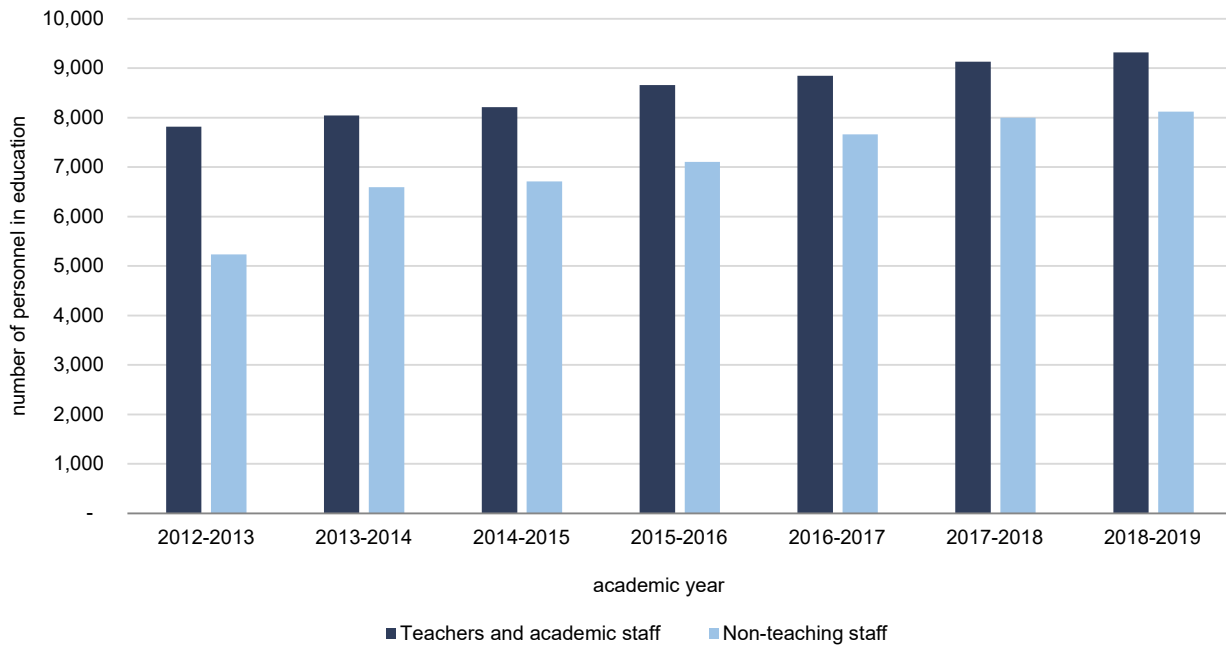
**Table 1. Personnel <sup>1</sup> in educational institutions <sup>2</sup> by academic year and category**

Category	Academic year			Change	Percentage change
	2016-2017	2017-2018	2018-2019		
Teachers and academic staff	8,846	9,132	9,317	185	2.0
Non-teaching staff	7,659	7,997	8,121	124	1.6
<b>Total</b>	<b>16,505</b>	<b>17,129</b>	<b>17,438</b>	<b>309</b>	<b>1.8</b>

<sup>1</sup> For grade descriptions refer to methodological note 11.

<sup>2</sup> Refer to methodological note 2.

**Chart 1. Personnel <sup>1</sup> in educational institutions <sup>2</sup> by academic year and category**



<sup>1</sup> For grade descriptions refer to methodological note 11.

<sup>2</sup> Refer to methodological note 2.

Table 2. Profile of teachers and academic staff <sup>1</sup> by academic year

Characteristics	Academic year			Change	Percentage change
	2016-2017	2017-2018	2018-2019	2018-2019/2017-2018	
<b>Sex</b>					
Males	2,974	3,127	3,091	-36	-1.2
Females	5,872	6,005	6,226	221	3.7
<b>Age group</b>					
Less than 29	2,055	2,021	1,981	-40	-2.0
30-39	2,889	2,956	2,963	7	0.2
40-49	2,125	2,263	2,389	126	5.6
50-59	1,351	1,398	1,464	66	4.7
60 and over	426	494	520	26	5.3
<b>Education level <sup>2</sup></b>					
Pre-primary education	782	781	876	95	12.2
Primary education	1,994	1,997	2,102	105	5.3
Lower secondary education	1,961	1,914	1,964	50	2.6
Upper secondary and Post-secondary non-tertiary education	2,374	2,520	2,417	-103	-4.1
Tertiary education	1,735	1,920	1,958	38	2.0
<b>Type of institution</b>					
State	6,715	6,918	6,929	11	0.2
Church	1,420	1,412	1,528	116	8.2
Private	711	802	860	58	7.2
<b>Intensity</b>					
Full-time	7,590	7,622	8,012	390	5.1
Part-time	1,256	1,510	1,305	-205	-13.6
<b>Total teachers and academic staff</b>	<b>8,846</b>	<b>9,132</b>	<b>9,317</b>	<b>185</b>	<b>2.0</b>

<sup>1</sup> For grade descriptions refer to methodological note 11.

<sup>2</sup> Education level refers to the level in which staff are engaged. For education classifications refer to methodological note 10.

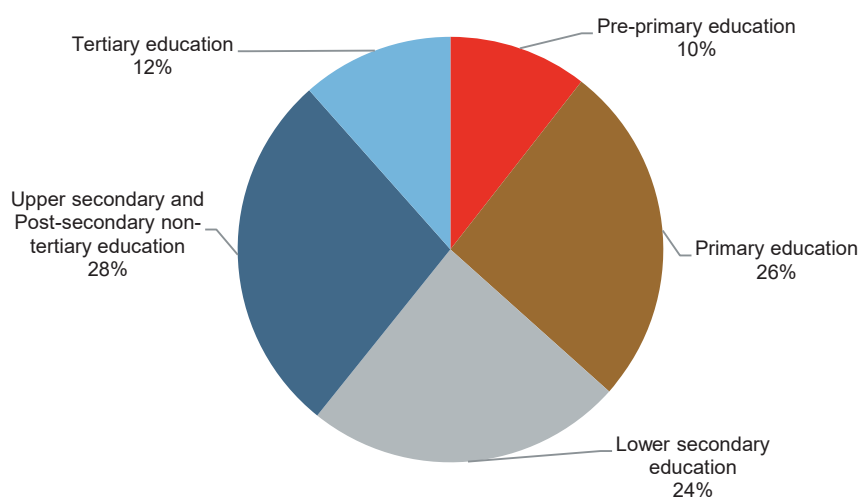
**Table 3. Teachers and academic staff<sup>1</sup> by academic year, sex and education level<sup>2</sup>**

Education level	Academic year		
	2016-2017		
	Males	Females	Total
Pre-primary education	4	778	782
Primary education	282	1,712	1,994
Lower secondary education	587	1,374	1,961
Upper secondary and Post-secondary non-tertiary education	987	1,387	2,374
Tertiary education	1,114	621	1,735
<b>Total</b>	<b>2,974</b>	<b>5,872</b>	<b>8,846</b>
	2017-2018		
Pre-primary education	5	776	781
Primary education	284	1,713	1,997
Lower secondary education	572	1,342	1,914
Upper secondary and Post-secondary non-tertiary education	1,041	1,479	2,520
Tertiary education	1,225	695	1,920
<b>Total</b>	<b>3,127</b>	<b>6,005</b>	<b>9,132</b>
	2018-2019		
Pre-primary education	4	872	876
Primary education	299	1,803	2,102
Lower secondary education	559	1,405	1,964
Upper secondary and Post-secondary non-tertiary education	978	1,439	2,417
Tertiary education	1,251	707	1,958
<b>Total</b>	<b>3,091</b>	<b>6,226</b>	<b>9,317</b>

<sup>1</sup> For grade descriptions refer to methodological note 11.

<sup>2</sup> Education level refers to the level in which staff are engaged. For education classifications refer to methodological note 10.

**Chart 2. Percentage distribution of full-time teachers and academic staff<sup>1</sup> by education level<sup>2</sup>: 2018-2019**



<sup>1</sup> For grade descriptions refer to methodological note 11.

<sup>2</sup> Education level refers to the level in which staff are engaged. For education classifications refer to methodological note 10.

Table 4. Teachers and academic staff<sup>1</sup> by academic year, sex and age<sup>2</sup> group

Age group	Academic year			Change	Percentage change
	2016-2017	2017-2018	2018-2019	2018-2019/2017-2018	
	<b>Males</b>				
Less than 25	116	113	81	-32	-28.3
25-29	289	305	301	-4	-1.3
30-34	425	405	381	-24	-5.9
35-39	480	511	479	-32	-6.3
40-44	434	455	481	26	5.7
45-49	338	369	374	5	1.4
50-54	335	352	346	-6	-1.7
55-59	312	331	347	16	4.8
60-64	147	176	183	7	4.0
65+	98	110	118	8	7.3
<b>Total</b>	<b>2,974</b>	<b>3,127</b>	<b>3,091</b>	<b>-36</b>	<b>-1.2</b>
	<b>Females</b>				
Less than 25	518	444	388	-56	-12.6
25-29	1,132	1,159	1,211	52	4.5
30-34	1,006	1,046	1,058	12	1.1
35-39	978	994	1,045	51	5.1
40-44	860	903	936	33	3.7
45-49	493	536	598	62	11.6
50-54	384	420	459	39	9.3
55-59	320	295	312	17	5.8
60-64	163	172	183	11	6.4
65+	18	36	36	0	0.0
<b>Total</b>	<b>5,872</b>	<b>6,005</b>	<b>6,226</b>	<b>221</b>	<b>3.7</b>
	<b>Total</b>				
Less than 25	634	557	469	-88	-15.8
25-29	1,421	1,464	1,512	48	3.3
30-34	1,431	1,451	1,439	-12	-0.8
35-39	1,458	1,505	1,524	19	1.3
40-44	1,294	1,358	1,417	59	4.3
45-49	831	905	972	67	7.4
50-54	719	772	805	33	4.3
55-59	632	626	659	33	5.3
60-64	310	348	366	18	5.2
65+	116	146	154	8	5.5
<b>Total</b>	<b>8,846</b>	<b>9,132</b>	<b>9,317</b>	<b>185</b>	<b>2.0</b>

<sup>1</sup> For grade descriptions refer to methodological note 11.

<sup>2</sup> For age calculation refer to methodological note 9.

Table 5. Teachers and academic staff <sup>1</sup> by academic year, sex and type of institution

Type of institution	Academic year			Change	Percentage change
	2016-2017	2017-2018	2018-2019	2018-2019/2017-2018	
	<b>Males</b>				
State	2,506	2,592	2,506	-86	-3.3
Church	340	336	370	34	10.1
Private	128	199	215	16	8.0
<b>Total</b>	<b>2,974</b>	<b>3,127</b>	<b>3,091</b>	<b>-36</b>	<b>-1.2</b>
	<b>Females</b>				
State	4,209	4,326	4,423	97	2.2
Church	1,080	1,076	1,158	82	7.6
Private	583	603	645	42	7.0
<b>Total</b>	<b>5,872</b>	<b>6,005</b>	<b>6,226</b>	<b>221</b>	<b>3.7</b>
	<b>Total</b>				
State	6,715	6,918	6,929	11	0.2
Church	1,420	1,412	1,528	116	8.2
Private	711	802	860	58	7.2
<b>Total</b>	<b>8,846</b>	<b>9,132</b>	<b>9,317</b>	<b>185</b>	<b>2.0</b>

<sup>1</sup>For grade descriptions refer to methodological note 11.

Table 6. Pupil-teacher ratio <sup>1</sup> by education level <sup>2</sup> and type of institution: 2018-2019

Type of institution	Education level					Overall average
	Pre-primary education	Primary education	Lower secondary education	Upper secondary and Post-secondary non-tertiary education	Tertiary education	
State	9.7	11.0	5.4	7.3	8.7	8.3
Church	16.4	16.7	8.2	8.6	-	11.2
Private	18.4	15.4	9.6	7.9	12.2	12.4
<b>Overall average</b>	<b>11.2</b>	<b>12.8</b>	<b>6.5</b>	<b>7.6</b>	<b>9.0</b>	<b>9.2</b>

<sup>1</sup> Refer to methodological note 8.

<sup>2</sup> Education level refers to the level in which staff are engaged. For education classifications refer to methodological note 10.

Table 7. Non-teaching staff by academic year, sex and grade<sup>1</sup>

Grade	Academic year			Change	Percentage change
	2016-2017	2017-2018	2018-2019	2018-2019/2017-2018	
<b>Males</b>					
Teacher Aides	596	598	597	-1	-0.2
Pedagogical Support	68	79	73	-6	-7.6
Health and Social Support	32	44	41	-3	-6.8
School Level Management	301	329	338	9	2.7
Higher Level Management	87	85	81	-4	-4.7
School Level Administrative Personnel	177	232	192	-40	-17.2
Higher Level Administrative Personnel	120	185	188	3	1.6
Maintenance and Operations Personnel	795	650	650	0	0.0
<b>Total</b>	<b>2,176</b>	<b>2,202</b>	<b>2,160</b>	<b>-42</b>	<b>-1.9</b>
<b>Females</b>					
Teacher Aides	3,178	3,348	3,450	102	3.0
Pedagogical Support	133	152	162	10	6.6
Health and Social Support	66	86	85	-1	-1.2
School Level Management	476	525	576	51	9.7
Higher Level Management	63	69	72	3	4.3
School Level Administrative Personnel	812	873	841	-32	-3.7
Higher Level Administrative Personnel	128	154	179	25	16.2
Maintenance and Operations Personnel	627	588	596	8	1.4
<b>Total</b>	<b>5,483</b>	<b>5,795</b>	<b>5,961</b>	<b>166</b>	<b>2.9</b>
<b>Total</b>					
Teacher Aides	3,774	3,946	4,047	101	2.6
Pedagogical Support	201	231	235	4	1.7
Health and Social Support	98	130	126	-4	-3.1
School Level Management	777	854	914	60	7.0
Higher Level Management	150	154	153	-1	-0.6
School Level Administrative Personnel	989	1,105	1,033	-72	-6.5
Higher Level Administrative Personnel	248	339	367	28	8.3
Maintenance and Operations Personnel	1,422	1,238	1,246	8	0.6
<b>Total</b>	<b>7,659</b>	<b>7,997</b>	<b>8,121</b>	<b>124</b>	<b>1.6</b>

<sup>1</sup> For grade descriptions refer to methodological note 11.



**Table 8. Teacher aides <sup>1</sup> by academic year and age <sup>2</sup> group**

Age group	Academic year			Change	Percentage change
	2016-2017	2017-2018	2018-2019	2018-2019/2017-2018	
Less than 29	1,157	1,148	1,042	-106	-9.2
30-39	1,320	1,414	1,505	91	6.4
40-49	697	756	823	67	8.9
50-59	524	528	561	33	6.3
60 and over	76	100	116	16	16.0
<b>Total</b>	<b>3,774</b>	<b>3,946</b>	<b>4,047</b>	<b>101</b>	<b>2.6</b>

<sup>1</sup> Includes LSEs, SLSEs, Technical Officers, Technicians amongst other technical grades. For grade descriptions refer to methodological note 11.

<sup>2</sup> For age calculation refer to methodological note 9.

**Table 9. Management <sup>1</sup> personnel by academic year and education level<sup>2</sup>**

Education level	Academic year			Change	Percentage change
	2016-2017	2017-2018	2018-2019	2018-2019/2017-2018	
Pre-primary education	97	116	125	9	7.8
Primary education	288	296	323	27	9.1
Lower secondary education	197	218	229	11	5.0
Upper secondary and Post-secondary non-tertiary education	249	256	255	-1	-0.4
Tertiary education	96	122	135	13	10.7
<b>Total</b>	<b>927</b>	<b>1,008</b>	<b>1,067</b>	<b>59</b>	<b>5.9</b>

<sup>1</sup> Includes school level and higher level management. For grade descriptions refer to methodological note 11.

<sup>2</sup> Education level refers to the level in which staff are engaged. For education classifications refer to methodological note 10.

## Methodological Notes

1. Education statistics presented in this news release are processed by the National Statistics Office (NSO) on an annual basis in accordance with European Regulations (EC) 452/2008 and (EU) 912/2013. These regulations establish the basis of information to be collected from educational institutions at all levels of education and all economic sectors. By adhering to these regulations, all education statistics collected and processed by the NSO are comparable to other European countries following the same regulatory standards.
2. This news release includes educational personnel working in institutions providing formal education courses with a minimum duration of one semester of full-time study (or the equivalent in part-time) and that are delivered in Malta. Formal education is an institutionalised, intentional and planned type of education which is provided by public organisations and recognised private bodies. It consists primarily of initial education designed for children and young people before their first entry to the labour market. It also includes other types of education such as vocational, special needs and adult education provided they are recognised as part of the formal education system by the relevant national education authorities.
3. Data is collected at 31<sup>st</sup> March of the reference academic year.
4. The data source for teaching and non-teaching staff in state and church institutions together with teaching staff in the private sector is the Ministry for Education.
5. Data for non-teaching staff in the private sector is obtained directly from the institutions for the pre-primary till secondary levels of education through an electronic questionnaire. Data for teaching and non-teaching staff assigned in the private post-secondary till tertiary sector is obtained directly from the institutions through an electronic questionnaire.
6. Staff members are counted only once in the data. If staff are assigned to more than one level or grade, or if they have more than one contract, their numbers are pro-rated according to the contractual hours devoted to each programme based on the intensity, level or grade during the academic year. Where the information is unknown, staff are pro-rated in equal shares to each programme, level or grade to which they are assigned during the reference year.
7. Staff are randomly allocated an ISCED level based on the proportion of students when schools do not provide the level of education in which staff are assigned.
8. Pupil-teacher ratio is calculated by dividing the number of full-time equivalent pupils and students in each level of education by the number of full-time equivalent teachers at the same level.
9. Age is calculated as at 1<sup>st</sup> January of the reference academic year.
10. **Classifications:**
  - **Education levels are based on ISCED 2011 classification. For the purpose of this news release:**
    - Pre-primary education:** *ISCED 02* - Kinder 1 and Kinder 2.
    - Primary education:** *ISCED 1* - Year 1 to Year 6.
    - Lower secondary education:** *ISCED 2* - Form 1 to Form 3, MCAST, ITS, and public and private institutions at ISCED Level 2.
    - Upper secondary and Post-secondary non-tertiary education:** *ISCED 3, ISCED 4* - Form 4, Form 5, Sixth Forms, MCAST, ITS, University of Malta, and public and private institutions at ISCED Levels 3 and 4.
    - Tertiary education:** *ISCED 5 to ISCED 8* - MCAST, ITS, University of Malta, and public and private institutions at ISCED Levels 5 to 8.
  - **International Standard Classification of Education - ISCED**

The International Standard Classification of Education (ISCED) is a framework for assembling, compiling, and analysing cross-nationally comparable statistics on education. ISCED belongs to the United Nations International Family of Economic and Social Classifications and is the reference classification for organizing education programmes and related qualifications by levels and fields of education. ISCED is designed to serve as a framework to classify educational activities as defined in programmes and the resulting qualifications into internationally agreed categories.

ISCED 2011 manual: <http://uis.unesco.org/en/topic/international-standard-classification-education-isced>

ISCED 2011 classification: <https://metadata.nso.gov.mt/classificationdetails.aspx?id=ISCED%202011>

11. **Grade descriptions:**

**Teachers and Academic Staff:**

- **Teachers/Classroom teachers** guide and direct the learning experience of students. Teaching involves planning, organising and conducting group activities whereby students knowledge, skills and competencies develop as stipulated by the educational programme in which they participate. Classroom teachers include kindergarten educators, supply kindergarten educators, supply teachers, activity teachers, support teachers, peripatetic teachers amongst other grades.
- **Academic staff** includes personnel at the tertiary level of education whose primary assignment is instruction or research. Academic staff may hold an academic rank with titles such as professor, assistant professor, instructor, lecturer or the equivalent of these academic ranks.

**Non-Teaching Staff:**

- **Teacher Aides** and other paraprofessional personnel are personnel who support teachers in providing instruction to students. Teacher aides include Learning Support Educators (LSEs), SLSEs, Technical Officers, Technicians amongst other technical grades.
- **Pedagogical Support** covers professional staff who provide services to students to support their instructional programme. This classification includes guidance counsellors, career advisors, librarians amongst other grades.
- **Health and Social Support** covers all personnel in educational institutions who provide health and social support services to students. This classification includes health professionals such as nurses, health attendants, psychologists, occupational therapists, social workers amongst others.
- **School Level Management** covers professional personnel who are responsible for school management. This classification includes principals, assistant principals, head of departments, assistant head teachers, deans, directors amongst others.
- **Higher Level Management** covers personnel whose primary responsibility is quality control and the management of the education system at the higher level. Their work may involve direct administration or other functions that support the operation of education institutions. This category includes directors of planning and evaluation, business development manager, senior executives, service managers amongst other grades.
- **School Level Administrative Personnel** covers all personnel who support the administration of the schools. This category includes receptionists, secretaries, clerks, bookkeepers, assistants amongst other similar grades.
- **Higher Level Administrative Personnel** covers personnel who support the administrative functions of the educational system at the higher level. This category includes grades such as supervisors, managers, consultants amongst other similar grades.
- **Maintenance and Operations Personnel** covers personnel who support the maintenance and operations of the educational institutions. This category includes security guards, cleaning attendants, drivers, handymen, gardeners, general hand, messengers, cooks, food caterers amongst other grades.

12. More information relating to this release may be accessed at:

Sources and Methods:

[https://nso.gov.mt/en/nso/Sources\\_and\\_Methods/Unit\\_C4/Education\\_and\\_Information\\_Society\\_Statistics/Pages/Education-Statistics.aspx](https://nso.gov.mt/en/nso/Sources_and_Methods/Unit_C4/Education_and_Information_Society_Statistics/Pages/Education-Statistics.aspx)

Concepts and Definitions: <https://metadata.nso.gov.mt/ConceptDetails.aspx?id=2231>

13. Totals or percentages may not add up due to rounding.

14. References to this news release are to be cited appropriately.

15. A detailed news release calendar is available on:

[https://nso.gov.mt/en/News\\_Releases/Release\\_Calendar/Pages/News-Release-Calendar.aspx](https://nso.gov.mt/en/News_Releases/Release_Calendar/Pages/News-Release-Calendar.aspx)

**European statistics comparable to data in this News Release are available at:**

[EUROSTAT Website/Homepage/Statistics Database](#)

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