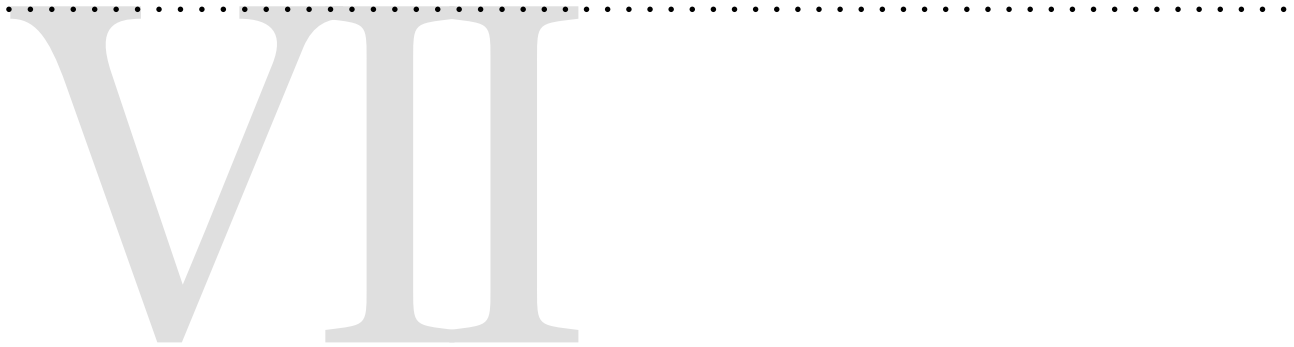


APPENDIX VII

National Commission on Welfare
Reform: Terms of Reference



The Government of Malta:

- Recognises the need to review the present national welfare system in view of the challenges facing future generations as a result of demographic realities.
- Refers to the reports commissioned by the Malta Council for Economic Development (MCED) and the Forum for a Better Economy.
- Acknowledges the need to identify solutions within a broad national framework which involves all the key players.
- Appoints a National Commission on Welfare Reform with the following terms of reference.

The Commission shall:

- (i) Gain an actuarial understanding of current and prospective pensions' financing.
- (ii) Gain an understanding on the welfare gap as it results from existing legislation.
- (iii) Gain an increased understanding of the strengths and weaknesses of various pensions options as revealed by experience abroad.
- (iv) Recommend proposals for the reform of pension funding and provision as well as possible incentives and related measures.
- (v) Identify the demographic, social and economic attributes of the context within which proposals for welfare reform are formulated.
- (vi) Assess the likely impact of these proposals upon social groups, industry and the economy.
- (vii) Estimate the administrative costs and skills required to implement proposed reforms.

The objectives of the Commission shall be:

- To consider the present Social Security Act, all contributory and non-contributory benefit schemes that are granted under the Act, and their present and future cost within the context of the Government's financial situation.
- To recommend new legislation that would (a) be simpler, (b) ensure an equitable distribution of benefits without lessening their present levels to those beneficiaries for whom such benefits were originally intended, (c) provide for a system of administration of such benefits that would promote efficiency and efficacy at less input costs while securing against abuses and waste, and (d) ensure projected financial sustainability to beneficiary and contributor alike, both private and State owned.

The Minister for Social Policy shall make available to the Commission the resources necessary for it to meet its mandate, namely relevant documentation, data, research and administrative support.

It is expected that the Commission Members will meet regularly to discuss, direct, plan and control all inputs relevant to its workings.

The Commission shall be at liberty to source any expertise which it deems necessary for it to achieve its objectives as outlined in these terms of reference.

The Commission shall present an interim report to Government by not later than the 31st October 1999.

Chairperson: Mr Anthony P Galdes

Members:

Dr A Borg Barthet	Attorney General
Mr Alfred Buhagiar	Representing the C.M.T.U / U.H.M
Mr Ray Cachia Zammit	Representing the Ministry for Economic Services
Mr Mario Cutajar	Representing the General Workers' Union
Prof Emanuel Delia	Representing Employers' Associations
Mr Edward Gatt	Director (Social Security) representing the Ministry for Social Policy
Mr Vincent Grech	Director General (Financial Administration) representing the Ministry of Finance
Ms Natasha Meli	Representing the National Youth Council
Mr Emanuel Micallef	Director (Corporate Services), representing the Ministry of Health
Mr Maurice Petrocchino	Representing the Pensioners' Association
Mr Victor Scicluna	Representing Employers' Associations
Mr Albert Tabone	Representing the Pensioners' Association
Ms Sue Vella	Executive Secretary.

Ms Natasha Meli was replaced by Ms Brigitte Zammit on the 29th October 1999, replaced in turn by Mr Joseph Mifsud on the 20th January 2000.

Mr Anthony P Galdes was replaced by Mr Joseph Schembri in 2002.