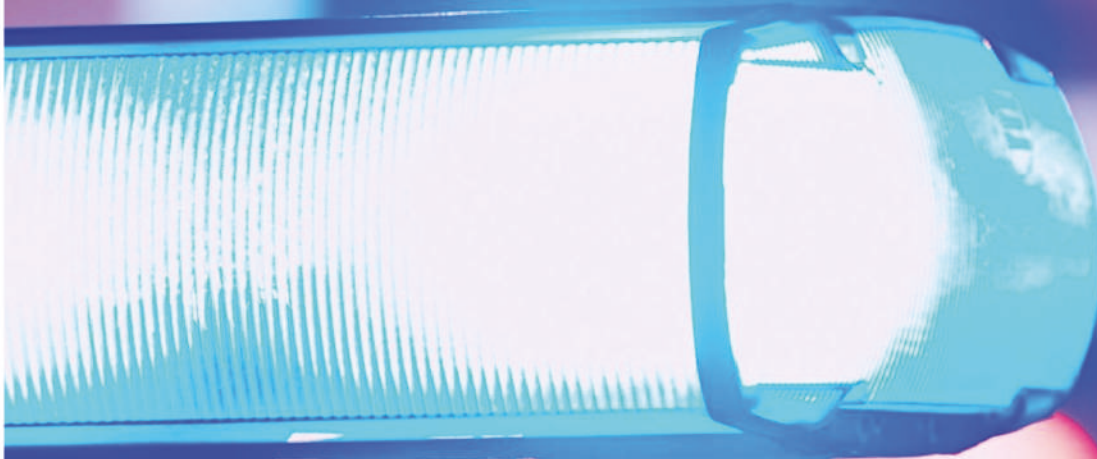


INFORM

THE OFFICIAL VOICE OF THE MALTA POLICE UNION



ISSUE 06



**Malta Police Union
1955 - 2023**

68 years of service



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Editorial

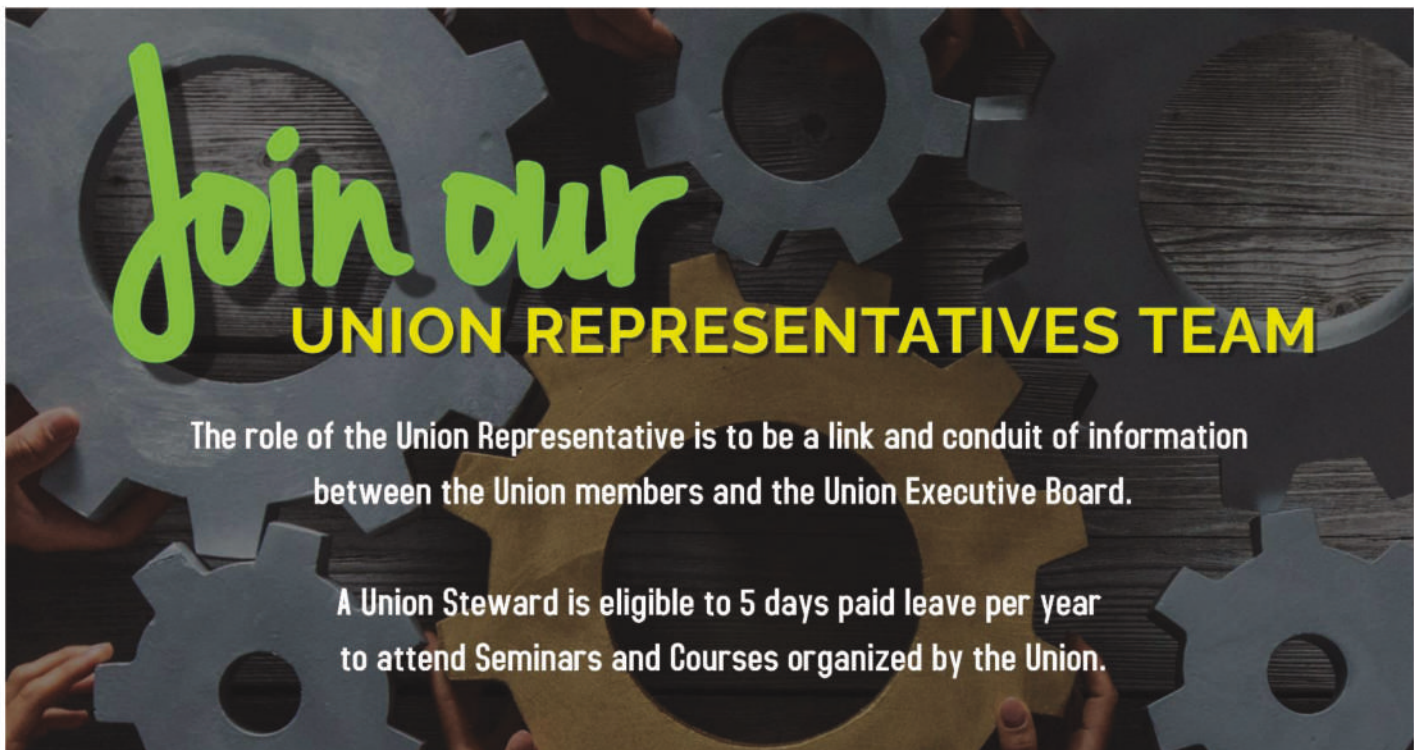
Teamwork can increase safety, improve effectiveness, strengthen communication, boost morale, and make a police department more successful. A well-functioning team has synergy; the group members work together and off each other, improving each other's ideas and actions.

A well-functioning team works interdependently; each officer is mutually dependent on the other to get the job done. Also, in a well-functioning team, the members support each other, both professionally and emotionally. Finally, in a well-functioning team, the team members share the same goals and values. First-line supervisors' behaviour is the single most important factor in promoting teamwork among their officers. Supervisors should treat every officer equally and fairly, without regard to race, religion, gender, or friendship, and should show concern for everyone's personal welfare.

The supervisor should deal severely with officers who disregard team standards and should not allow officers to degrade each other. Finally, we take this opportunity to remind that the Police Force has policies and procedures in place in related to Harassment and Discrimination.

Our members can get in touch with Union officials for guidance on the matter.

 **Neville Mercieca**



**Join our
UNION REPRESENTATIVES TEAM**

The role of the Union Representative is to be a link and conduit of information between the Union members and the Union Executive Board.

A Union Steward is eligible to 5 days paid leave per year to attend Seminars and Courses organized by the Union.



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THE OFFICIAL VOICE OF THE MALTA POLICE UNION

MALTA POLICE UNION
Your Choice. Your Voice.

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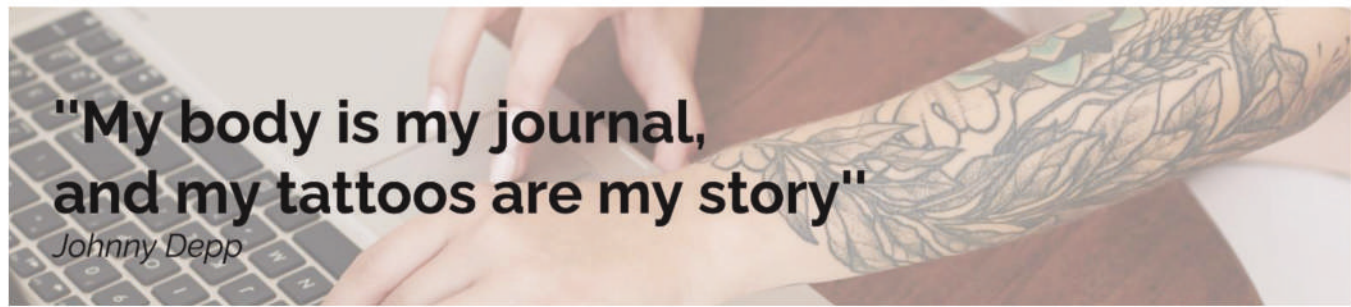
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We can still show off our story in the sun while keeping it as colourful as possible. Let us see how this can be done by understanding the process and seeing how we can be successful in making the ink long lastingly vibrant and show off intact and preserved pieces of art.

As in any type of body modification, there are certain factors that can affect the appearance and longevity of a tattoo. One of these factors is exposure to the sun.

The sun is a powerful source of ultraviolet radiation, and these UV rays break down the pigments in the ink, causing the tattoo to lose vibrancy and clarity. Over time, exposure to the sun can cause the ink in a tattoo to fade or even disappear entirely. In some cases, the skin may even blister or peel, which can lead to scarring and infection. Apart from the above, prolonged sun exposure can also cause tattoos to become blurry or distorted. This is because the sun can damage the skin cells around the tattoo, causing them to lose their elasticity and firmness. When the skin becomes damaged in this way, it can stretch or sag, which can affect the appearance of the tattoo.

Another potential effect of sun exposure on tattoos is the development of skin cancer. While this is rare, it is still a concern for people with tattoos. The risk of skin cancer is increased in areas of the skin that have been repeatedly exposed to the sun, which is why it is important to take steps to protect your tattooed skin from harmful UV rays. Dry skin can be more susceptible to damage from the sun so it is also important to keep your tattooed skin moisturized and hydrated.

An interesting fact is that the effects of sun exposure on tattoos can be particularly pronounced for those with darker skin. Darker skin types are more prone to hyperpigmentation, which means that the skin can produce more melanin in response to UV exposure. This can cause the tattoo to darken and become more pronounced, but it can also make the skin around the tattoo more vulnerable to damage.

What can be done to protect tattoos from the harmful effects of the sun?

Where possible avoid prolonged exposure to the sun especially during peak hours when the UV rays are strongest. Apply high factor SPF Sunblock



Tattoo Defender Malta
 medimports@medeva.mt
 21483139
 Available in Pharmacies,
 Tattoo Artists and Health &
 Beauty Shops.

continued from page 5

Keep the tattoo clean and well-maintained. This includes washing the tattoo with mild soap and warm water, avoiding harsh chemicals or abrasive materials, and keeping the area moisturized. A well-maintained tattoo is less likely to fade or become distorted over time, which can help to preserve its beauty and meaning.

Why is it important to use a Tattoo Specific Sunblock?

This is because these products are formulated in such a way to have also protective, emollient, and moisturising properties to the skin. In the case of Tattoo Defender Sunny Side Cream, it also contains Anti - Aging Hyaluronic Acid, Vitamin E, F, Panthenol and Aloe Vera.

Apart from protecting the skin from sun burn because of the 50 SPF, at the same time the product adds shine and brightness to tattoos, it is transparent when applied, does not stain, absorbs easily, and does not leave a sticky residue. Skin is kept hydrated to counteract the effects of sun exposure, including delicate and sensitive skins.

When and how should Sunblock be applied?

One of the most important steps is to apply sunblock to the tattoo and surrounding skin. Sun block should be applied at least 30 minutes before sun exposure and reapplied every two hours.

Tattoos are a form of self-expression that can be deeply personal and meaningful. However, they are also a form of body modification that requires care and attention to remain beautiful and healthy.

Exposure to the sun is one of the most significant factors that can affect the longevity of a tattoo however all the necessary info and products are available to be able to show off your precious tattoo pieces.

Internship April/May 2023



Three students from Portugal, Manuel Miranda, Afonso Santos and Rodrigo Silva, from the ICT Management course, completed their internship at the Malta Police Union throughout the month of April/May 2023.

They were assisted by the Secretary and Assistant Secretary to conclude their assigned tasks within the Union taking into consideration their study modules.

These students were brought by NSTS Malta and they currently study at Escola Secundária de Barcelinhos in Portugal.

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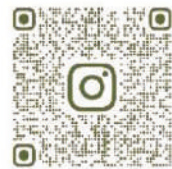
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Our Union & EuroCOP

Marlon Hili

Between April 25 and April 27, 2023, in the wonderful city of Belfast, Northern Ireland, UK, I attended the EuroCOP Spring Committee meeting with assistance from the Union's Deputy Chairperson, Mr James Saliba Lorenzen.

The main topic of discussion at this meeting was how EuroCOP and us can work together on strengthening or introduce laws to assist and further protect our police officers. The meeting's theme was "Strengthening Police Officer Voice at European Union & Council of Europe Level."

As with previous meetings, we take advantage of the chance to discuss and compare with other members of various police unions throughout Europe while also having the opportunity to gather some useful data that can be recommended to the administration of the police force.

But how can EuroCOP be of any assistance?

Obviously, EuroCOP, which stands for the European Confederation of Police, has connections within the European Council. As a result of these connections, all of us unions representing police officers throughout Europe are attempting to knock on the door of the EU's Council in order to ask them to help us in either 1. Putting further pressure on the respective governments to enact certain laws or 2. introducing EU-wide laws issued directly by a European Union Parliament that will force the respective governments to implement certain laws. Because the governments in our respective countries continue to ignore our requests.

What laws are we asking for?

The rise in violence against public officials and the absurd sentences given to offenders were two topics that were discussed. As you may be aware, the MPU has long advocated for harsher punishments. Although the 2018 accidents involving our colleague Simon Schembri appeared to be a turning point in this matter, after a few months everything resumed as usual and no changes were made. With the help of EuroCOP, we hope to have the support of EU institutions to amend or introduce laws that supersede local laws.

Not only that, but we also talked about the possibility of obtaining a single EU Law that compels the relevant



government to equip police officers with specific tools, such as the body cameras we already own, what tools a police officer should carry, the kinds and quantities of courses they should take, the number of police officers per capita in each EU country and above all, the right to strike, for which, as you are all aware, the MPU is currently engaged in legal proceedings in an effort to secure such a right.

The Malta Police Union participated actively in these discussions and will continue to exert pressure on those in charge to secure our members' basic rights and a safer environment.

But are we better or worse than other Police Forces across Europe?

Even though some within the Police Force have recently referred to the MPU as "negative" or "opposition," the truth is that we have always attempted to be as objective as we possibly could. If one were to also pay attention to my personal interview with Andrew Azzopardi on 103FM on April 16, in which I spoke on behalf of the union, our position would be much clearer.

Even though there are many factors that make it difficult to compare, if I had to respond in a nutshell, I would say that when considering the overall picture, yes, we are better to other countries.

continued on page 10

continued from page 9

Police Officers per Capita; According to a Eurostat statistic, the proportion of police officers to the population in Europe is 0.33%, whereas it is 0.39% in Malta, if one were to compare, for instance, the number of police officers in our nation. These percentages are based on the number of National Police within each nation, and compared to other nations, in Malta, the Police Force is primarily responsible for all investigative parts, whereas in other nations, it is different. For instance, in Italy, there is a separate organisation such as the Guardia di Finanza that investigates financial-related crimes, whereas in Malta, this work is carried out by sworn Police Officers the Financial CID also Community Policing & Traffic are staffed by separate police forces in the UK and are not counted in this percentage.

Salaries; During a conversation with one of our colleagues from Ireland, the inevitable question about salaries comes up. Compared to our 25,090€, a 1st Class Police Sergeant makes a total of 75,000€ annually, which is a significant difference. However, as you learn more about the person I was speaking with, apart from the differences in cost of livings in our countries, you learn that he was 65 years old and had served for more than 40 years. Because of this, he can only retire on pension after all of these years, not after 25 years like us.

We also talked about the risks they took while serving, and we learned that approximately 400 police officers have died in the past 20 years as a result of riots and other issues in the nation. It comes to an average of 113 police officers (*when compared to the Malta Police Force numbers*)

In total, there are 6890 police officers in Northern Ireland.



Pension Years; Did you know that early retirement is not an option in nearly 95% of EU nations?

Yes, as you correctly noted, when the topic of early pensions came up during a discussion on a variety of topics, we found ourselves surrounded by inquiries and astonishment. In truth, we were both surprised because we had always known that some nations did not offer this benefit, but we had not considered how many of them.

Of course, not everything is better, and in no way do I want to imply that the Malta Police Force is impeccable or that there is no room for improvement; otherwise, what purpose would the union serve?

All I was hoping to communicate with this article was the fact that we occasionally have a tendency to be a little bit too pessimistic when speaking among ourselves and when comparing conditions, wellbeing, tools, and wages to other nations.

As a union, and in accordance with our article in this magazine, we feel that while a lot has changed in the corp over the past five years, there is still much to be desired in terms of infrastructure and certain other areas, such as the welfare of the force's members.

As a Union, we also participate in a Board formed by specific corp officials and also from other entities which do not form part of the MPF, and on a monthly basis, we discuss ways to enhance the welfare of the Force's members.

While the administration provides the Employee Support Programme (ESP) for police officers who may be suffering or going through a difficult time professionally or personally, they can choose to speak privately and in confidence with them, I must admit that when it comes to common and basic wellbeing issues like human resources matters for example related to vacation leave, special leave, and other related issues, we are not always able to provide the same level of service.

The deteriorating infrastructure in certain areas and branches, particularly in Police Districts, is another area where we seriously lack. The situation has gotten worse recently, and on occasion, we've had to hear the public's opinions in this regard.

As a union, we will continue with the pressure to have all police stations properly renovated to reflect modern work spaces in the year 2023.



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A Secure Base from Birth

Silvan Magro – Play Therapist

Children can form attachments with more than one caregiver, but the bond with the people who have provided close care from early infancy is the most important and enduring.

It's important that parents and carers are attuned and responsive to their baby's needs and are able to provide appropriate care. This includes recognising if their baby is hungry, feeling unwell or in need of closeness and affection.

Forming an attachment is something that develops over time for a child, but parents and carers can start to form an emotional bond with their child before they are born.

Sometimes a child does not have a positive experience of developing a healthy, strong attachment with a close emotional bond. One reason might be that a parent can't, for some reason, soothe and comfort their child regularly when this is needed. Perhaps the parent is going through a great deal of stress or is mentally or physically unwell. The child feels huge emotion but hasn't got a way of coping. The child may feel unsafe and fearful about new situations, because there is no consistent adult who can contain and regulate the emotion. This can lead to huge anxiety.

Secure relationships occur when the caregiver is consistently available to meet the child's needs and to respond in a way which contains the emotion, making the child feel safe. It is normal for children with a secure attachment to experience separation anxiety in the early years and even into the teenage years. Once reunited with the caregiver they will show relief and warmth towards the caregiver.

A disorganised attachment is the most worrying attachment style in terms of its implications for mental health, wellbeing, and future relationships. It develops in children who live in an environment full of fear, often involving abuse or neglect. The child's caregivers are the child's only known source of safety, but they are also a source of fear. In other words, there is no organised strategy that works for the child. Parent behaviour is unpredictable, so the child cannot get their needs met without fear. A child with a disorganised attachment often expresses contradictory behaviour towards the parent such as running up to them and then immediately pulling away. This can have a pervasive and negative impact on future relationships and social interactions.

It is important to keep in mind the following points, to help in attachment:

- Provide clear, consistent boundaries to help the child feel safe and contained.
- Remember your child may require a great deal of patience, time, and secure, consistent relationships, to develop into a secure, confident young person.
- Help them to identify and name their worries – such as “Mum/Dad will leave me”. Create an atmosphere of openness and “worry-sharing”. Help your child voice their fears, talk them through, and find a healthier perspective.
- Don't dismiss worries and fears, but “model” coping with them.
- Provide as much extra nurture as your child needs, regardless of their age or the developmental stage you feel they should have reached. Give them what they need emotionally, and they will begin to progress in their development.



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Who are we?

Aġenzija Sapporit is the national Agency tasked to empower persons with disabilities and their families in Malta and Gozo. It provides professional and innovative services to enhance the quality of life of persons with disabilities and promoting independent living.

The Agency continuously strives to develop community-based services and schemes in line with the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and the needs and preferences of the service users.

What we offer?

- Social work interventions: tailor-made services according to need, whilst providing professional Social Work and Occupational Therapy services;
- Community-based services: assistance through personal assistance and interventions to help people with disabilities and their families at home, at the workplace and in the community to lead an independent life. The interventions provide support services such as self-care, respite for families/guardians and accompanying individuals to medical appointments.
- Day services: providing programmes from various day centres in Malta and Gozo to empower persons with disabilities to acquire skills and abilities that would best help them maximise their potential for independent living, inclusion in the community and self-advocacy.
- Supported Independent Living Services: support provided within small and personalised apartments and houses, enabling service users to live as independently as possible in the community in preparation of their eventual independent living arrangements within the community.
- Respite services to sustain the caregiver and person with disability.
- Sign language interpretation: to facilitate communication for Deaf people who use the Maltese Sign Language (LSM). The main role of the interpreter is to translate between speaking (Maltese and English) and LSM and vice versa. Interpretation services are offered to facilitate communication in everyday life. These include (but not limited to) education, work, health, the Courts, as well as social and leisure activities.
- Independent living assessments & recommendations: The services offered at the Sonia Tanti Independent Living Centre include wheelchair and seating assessments, driving assessments, car adaptations and driving simulation. Persons with disability are also able to receive driving lessons using a modified car, through the Adaptive Driving Motoring School.
- Assistive technology assessments and recommendations through the Access to Communication & Technology Unit to support individuals with complex communication needs.

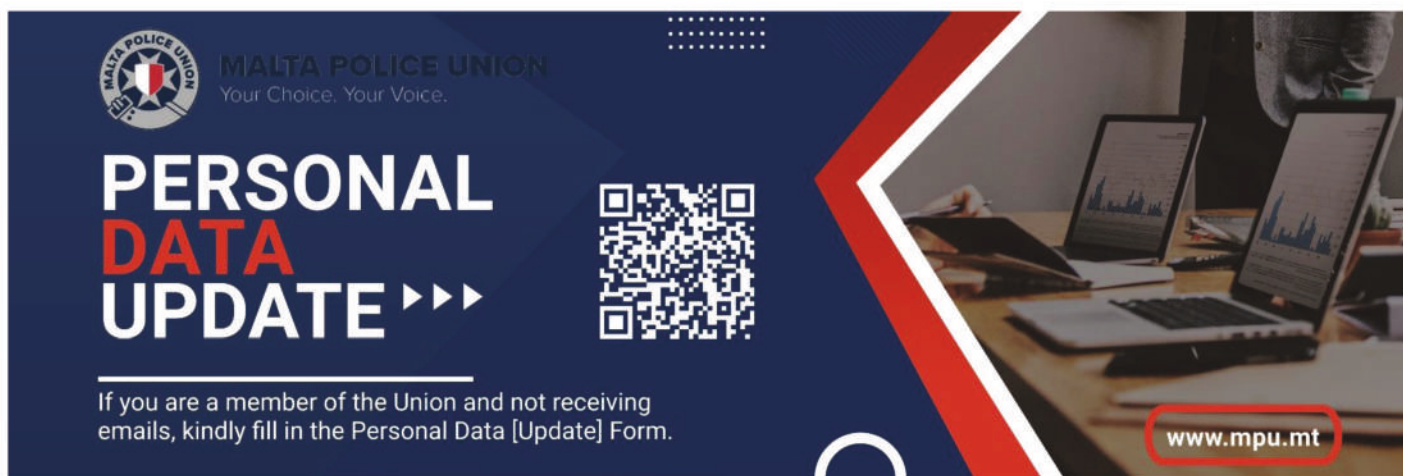
- Social contact opportunities through the Sharing Lives service that offers persons with disabilities the possibility to have social contact, engage in groups activities with their peers and participate in cultural, sports and other non-formal educational programmes through the support of volunteers.
- Workshops and support groups for parents and both young and adult siblings of persons with disabilities.
- Various schemes including the Independent Community Living scheme, providing subsidies for personal assistants, and other schemes providing exemptions from vehicle road licence and registration tax and financial assistance for specialised equipment to aid independent living.
- Blue Badge – legal document to allow persons with disabilities to park in designated parking bays.
- Skills for employability through the Way to Work programme for persons with disabilities to strengthen or gain additional skills for employability to be better prepared to enter the workforce.
- Helpline: This helpline is aimed for persons with disability and their family members to initiate contact with Aġenzija Sapport when they require any service from the Agency. It is aimed to be the first point of contact, where the caller’s needs are registered and forwarded directly to the Agency department or team providing the requested service.

Contact details.

website: www.sapport.gov.mt


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The best way to outwit card fraudsters?

Criminals can use fake websites, emails, and text messages to convince you to give your card information. Once they've stolen your details, they can spend your hard-earned money, open new accounts, and even apply for loans in your name.

So, here's some tips for recognising when a website isn't all it seems, and how you can protect your card details online.

How to spot fake online retailers?

Check for a padlock symbol in the address bar or browser; The padlock indicates that the site is encrypted, so what you do on it can't be intercepted. Looking for a padlock should always be combined with the other checks, as scammers are able to forge or buy these padlocks, so it isn't a guarantee that a website is safe.

Look closely at any websites before you use your card; Are there any typos or grammar errors; is the site poorly designed? Does it have a good return policy? If anything looks unusual, this should be a red flag that you may be on a scam website - don't complete your transaction if you're unsure.

Check the company's social media and contact information; Do they have a genuine social following and legitimate posts? Do they provide a physical address and phone number? Does their email address have the company domain name in it, or is it generic, like a Gmail address? If you send an email, does it get delivered?

How to spot 'smishing' texts?

Never click on links that you receive in a text message, even if the message appears to have come from a person, or a business you know.

Fraudsters can send messages which appear to come from a trusted source like utilities company or a bank. If you follow a scam link, you could arrive on a site or form that asks you to give personal information and card details, which may be used to steal your money.

Examples include:

- Links to update your address, pay a bill or fine.
- Prompts to unblock or unfreeze your account.
- Prompts to reschedule a missed delivery.
- If you receive a message with a link or number, then be on guard, even if it claims to come from a person or business you might recognise. Remember the best way to contact any organisation is directly from their app or by using the official contact details on their website.

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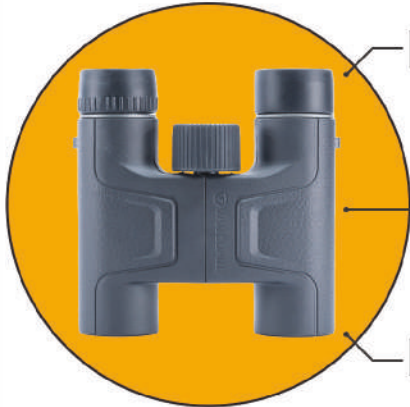
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Getting stronger arms with Dips

Darren Bezzina

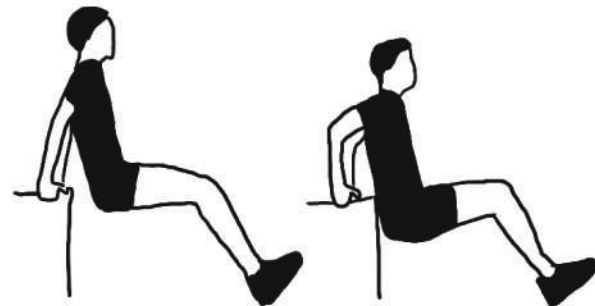
The dips are an excellent exercise that helps you build the triceps (the muscles of your upper arm) and shoulders muscles. It is very easy to do and can be done anywhere. The triceps is an important muscle as it allows us to extend the arms and assist when performing strong pushing motions.

To perform the triceps dips, sit on the edge of a stable chair, bench, or box. Support your body on your hands and feet (keeping the hands near the edge), with fingers facing forward. The legs should be extended and the feet hip-width apart, with the heels touching the floor. Lower your body down slowly and with control by bending from the elbows until they reach 90 degrees. Pause briefly at the bottom and push yourself back to starting position. Do not lock the elbows at the top movement. Instead, keep the elbows slightly bent.



During the whole movement:

- ✓ Keep the back straight and core contracted.
- ✓ Keep looking straight ahead and the chin up.
- ✓ Your back should not touch the chair.



Performing just 3 sets of 10 repetitions can help you build muscle and strength in your triceps. If you find the triceps dips easy, perform the same movement but with bent knees. If you want to make it more challenging, put a small flat weight (e.g., a plate or a book) on your stomach area.

If you feel any pain in your elbow, back, and shoulders, stop the exercise immediately and consult a medical professional.

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Meta tibda tara li xagħrak sejjer lura, iċ-ċinturin trid tiftaħli xi ftit ieħor, it-tokki ta' snin jibdeu jgħaddu u jgerbu, jibda riesaq dak il-mument sabiex terġa' issir parti miċ-ċittadin li l-istess servizz jaqdi.

Thossok bħala membru ta' klabb, li hallejt il-marka tiegħek fost diversi u stajt kont ta' rwol importanti fejn anke kont li hadt deċiżjonijiet importanti. U f'daqqa waħda donnu dak kollu li tkun bnejt fil-karriera jispiċċa, u jidhol xi hadd minflokkok. Imma kif jgħidu darba pulizija dejjem pulizija. Il-moħħ jibqa' jaħdem ta' pulizija. Dan ma' jgħoddx għal kulhadd l-istess, hawn min jibda jgħodd 25 sena mal-ewwel ġurnata li jkun ingaġġa fil-korp u hemm oħrajn li kemm jista' jkun ibedu dan il-jum li xi darba jrid jasal.

Jien ngħid li l-korp jew is-sistema Maltija mhux preparata kif membru tal-korp jiġi ftit ftit mgħoti lura lis-soċjetà. Li wieħed jaqta' minn haġġa pulizjeska attiva għal waħda ta' x'ser nagħmel wara li nitlaq hija trawmatika għal xi wħud. Sejjer insib appoġġ li 'kelli' daqs li kieku kont fil-Korp?

Jista' jkun li wasal iż-żmien li jkun hemm riċerka fuq kemm kienet diffiċli jew le li hallejt xogħol li għal hafna kien u għadu għal qalbhom, minn oħrajn li aħjar ma libsu qatt l-uniformi għax m'humiex komdi fiha. Personalment ngħid li qatt ma hejjiena l-korp sabiex meta jasal iż-żmien ta' tranżazzjoni, id-deċiżjoni tittieħed b'mod seren.

Inhegġegħ hawn lil dawk fdati li jagħmlu l-linji gwida, li jista' jkun wieħed minn dawk li jaqra dan il-magazine sabiex nibdeu naħsbu bis-serjetà fuq din il-problema. Hemm diversi x'wieħed jagħmel independentament l-ambjent madwar il-korp tal-pulizija.

Kun pilastru għall-familja u l-ħbieb bl'appoġġ li tista' toffri. Attendi attivitajiet marbuta mal-Korp jew saħansitra tieħu l-opportunità li tingaġġa bħala pulizija ta' riserva.

Jekk tkun attiv f'għaqdiet tar-raħal tiegħek tista' torganizza laqgħat dwar iż-żamma tal-ordni u kif nevitaw l-kriminalità fiż-żona li tgħix.

Kun proattivi u jissuggerixxi lill-akkademja tal-pulizija xi sugġetti fejn hassejt li kellek bżonn matul il-karriera lkteb artikli hawn f'dan il-magazine, hawn circa 2000 pulizija ma' nistax nifhem kif dejjem l-istess erba' minn nies jaħdmu u l-oħrajn gallarija.

Tista' tgawdu t-tieni karriera kompletament barra mill-infurzar tal-liġi, imma wkoll in-konnessjoni tal-liġi, ħu kors universitarju bħala student matur.

Kien għalhekk li l-Malta Association of Retired Police Officer giet imwaqqfa u fil-limiti tagħna inkunu nistgħu ngħinu lil sħabna pulizija irtirati meta jkollhom bżonn għajjnuna speċjalment ma' xi dipartiment jew mal-istess amministrazzjoni tal-Korp jew fejn nistgħu nagħtu sehemna.

Tibqgħux lura milli tissieħbu kemm f'unjin tal-pulizija, u hawn insellem li dawk li ġew qabilna li fetħu it-triq għalina, ma' kienetx faċli sabiex isseħħ, imma bil-preseveranza ta' xi wħud wasalna.

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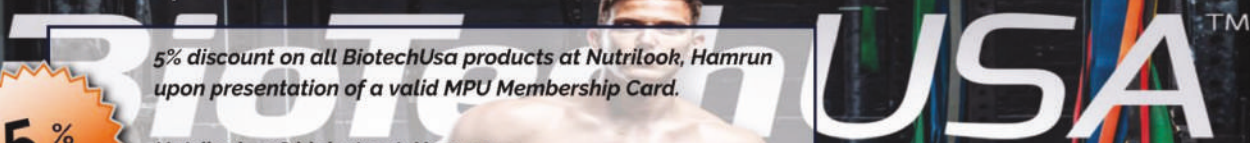

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Pesto Pasta Salad



Procedure

Cook the pasta according to the instructions on the packaging.

Once cooked, drain and rinse under cold running water

In a large bowl, toss the pasta and the remaining ingredients together until combined.

Season to taste with salt and pepper and serve immediately.

Alternatively, place in a sealed container and refrigerate for up to 3 days.

Ingredients

- 11 oz. (320g) whole wheat pasta
- 13 oz. (360g) roasted peppers, drained, sliced
- 6 tbsp. basil pesto
- (125g) 1 mozzarella ball, chopped
- 4 oz. (120g) rocket
- salt and pepper

Prep Time

- Serves: 4
- Prep: 10 mins
- Cook: 20 mins

Nutrition per Serving

- 501 kcal
- 17g Fats
- 67g Carbs
- 19g Protein



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POSITIVE PERSONALITY TRAITS

- ADAPTABLE
- ADVENTUROUS
- AFFECTIONATE
- AMAZING
- AMICABLE
- CONSIDERATE
- COURAGEOUS
- DETERMINED
- DILIGENT
- EFFICIENT
- ENCHANTING
- FRIENDLY
- FUN-LOVING
- GENEROUS
- HONEST
- HUMBLE
- KIND
- LIKEABLE
- LIVELY
- MAGNETIC
- MODEST
- PATIENT
- RELIABLE
- SINCERE
- STRONG
- TRUSTWORTHY
- WISE
- WITTY
- ZEALOUS

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Z V A M A G N E T I C E
E E P P I M O D E S T N
A N A O T S M E R K Y C
L T T S A A A L M I O H
O U I T I A B I I N R A
U R E E L B C L N D K N
S O N D I L I G E N T T
H U T E V E N T D U O I
Y S U O E G A R U O C N
H I H E L L O T H E R G
T A H O Y T T I W L E E
R A G N O R T S E B T L
O R N O W I S E G A U B
W S I N C E R E N E R A
T O V E O R E O I K N C
S H O P A L I C Z I A I
U O L D B T E A A L L M
R A N M C U T E M E L A
T I U E R E L I A B L E
K H F R I E N D L Y E S
E F F I C I E N T L Y T
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- words are hidden across, up, down, diagonally & there are backward words
- Ignore hyphens

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