

INFORM

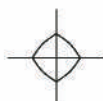


THE OFFICIAL VOICE OF THE MALTA POLICE UNION



Newspaper post issue 07
Cover photo: Mr. John Pisani

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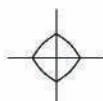
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Editorial

Neville Mercieca


Collective bargaining is the process in which working people, through their union, negotiate contracts with their employers to determine their terms of employment, including pay, benefits, hours, leave, job health and safety policies, ways to balance work and family, and more.

Currently, we are doing this. Together with our colleagues of the POU/GWU, a negotiation team has been created made up of 3 members from each Union to take charge of the lengthy and rigorous process needed to have an adequate offer from the government, which we can present to our members. The final version will be put for the approval or otherwise of our members.

We have been receiving many queries about the Sectoral Agreement about many rumours about a variety of issues. Till the meeting with our members which will be announced later on, there will be nothing concrete which we can share and therefore it is useless to keep going on inventing achievements and lost battles. These rumours only put unnecessary pressure on the negotiation team and rise the expectations to unachievable goals.

Rest assured that the negotiation team will do its utmost to have a fair agreement which hopefully ameliorates the conditions of the members of the Force and serve as an incentive for those starting their working carrier, to choose the Police Force and not somewhere else.

Only a motivated work force can achieve results.



INFORM
THE OFFICIAL VOICE OF THE MALTA POLICE UNION

MALTA POLICE UNION
Your Choice. Your Voice.

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Do you have an experience or a story to share with our readers?
Do you manage an NGO with a Social purpose?

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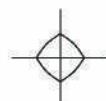
Credits:

The Malta Police Union thanks Mr. John Pisani for providing the Cover Photo for this issue.





**THE MALTA POLICE UNION
WILL BE HOSTING
THE EURO COP
SPRING 2024 (APRIL 16/18)
MEETING IN MALTA**



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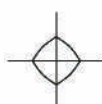
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What is EuroCOP?

Marlon Hili

The European Confederation of Police (EuroCOP) is the umbrella organization for police unions and staff organizations in Europe.

Based in Luxembourg, represent the interests of police officers across the whole of the European landscape.

- EuroCOP is tackling issues from police cooperation across borders to a safer working environment for police officers on the street.
- EuroCOP is determined to contribute to European policy debates and provide added value by giving a practitioner's perspective.
- EuroCOP is the only Police representative body that is a member of the European Trade Union Confederation (ETUC) and the European Trade Union Federation (ETUF).
- EuroCOP also has participation rights in the Council of Europe.



Mr. Jonne Rinne, who is also the President of the Finish Police Association, SPJL, was elected as the next president of EuroCOP during this meeting and after a unanimous vote, succeeding Mr. Calumm Steele, who will entirely retire from his policing job earlier next year.

In addition to congratulating and thanking Mr. Steel, who throughout his tenure provided invaluable assistance to our union and members, on behalf of the committee and all of its members, we extend a warm welcome to Mr. Rinne and look forward to cooperating with him for the benefit of all of our members.

What is MPU's Relation with EuroCOP?

MPU not only attends, but also actively participates in EuroCOP meetings, and it is because of these meetings that we have been able to gain the respect of the EuroCOP Committee and all of its members.

EuroCOP also supported MPU when during the same period the union filed a court case in First Hall, Civil Courts Constitutional Jurisdiction In order to obtain complete collective bargaining and action rights and the EU Charter of Fundamental Rights, committee members with the help of Dr. David Bonello.

The Union's goal is to constantly work to develop relations with EuroCOP and all of its members in order to have a more strong voice outside of our islands.

Infact, in April 2024, our Union will be hosting the EuroCOP Spring meeting in Malta.



Why are these meetings held?

Being a part of this large group consisting of more than 30 unions, which together represent approximately 230,000 officers, can help us gain a better understanding of the issues that all of us encounter on a daily basis. These meetings, which are held twice a year (in the spring and the Autumn), are typically used to discuss a variety of issues faced by officers within their respective police forces across Europe.

In this specific meeting, we mostly discussed the growing concern over threats and acts of violence against police officers as well as the appropriate penalties for the offenders.

These meetings have made it clear to me that regardless of a country's population, size, or location within Europe as a whole, common problems exist across all of the topics we cover.

Let's face it, there are moments when we have a propensity to think that our difficulties are unique and that everyone else is better than us and is living happily ever after. In no way is that the case!!!

Different Headquarters of the Malta Police Force.

The Police Force had its first Headquarters between 1918 and 1940 at the Sacra Infermeria in Valletta. Then during the Second World War the Police Headquarters was transferred to Vincenzo Bugeja Institute in Santa Venera until 1954 when the Police Force Headquarters was transferred to the former Central Hospital premises in Floriana from where it still operates.

The Police Depot, as it is known today, was built by the Portuguese Grand Master Manoel De Vilhena in 1734 and at first it served as an institute called 'Casa D'Industria', a home for homeless women. They were taught basic skills and education such as reading, writing and some trades like weaving, carding, and processing cotton.

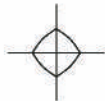
In 1850, during the British occupation period, this building was used as the General Hospital. Beneath this building, a shelter was dug at the beginning of the Second World War in order to tend to wounded patients who could not be easily moved from one place to another. This space therefore provided a safer environment for patients during air bombardments. Imagine what would have happened if during an operation, doctors would have to stop from their medical intervention on patients. That is why there are two operating theatres in this shelter. It is interesting to note that this is the only shelter in the Maltese Islands used for this function and furthermore, there is no other underground hospital that was built or dug out to operate in this way on the continent.

In 2024, the Malta Police Force will celebrate its 70th anniversary operating from this building as its main Headquarters.





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Can the great works of art by tattoo artists withstand the test of time?

*MEDIMPORTS, 104, St. Sebastian Str. Qormi
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The key to ensuring that your tattoo stands the test of time lies in the upkeep of its vibrancy and health. The importance of keeping tattoo ink looking bright and healthy cannot be overstated; it is a testament to your commitment to the artistry and story on your skin.

The Initial Artistry

When you decide to get a tattoo, you're essentially commissioning an artist to create a masterpiece on your body. This artistry is expressed through the careful selection of colors, shading, and intricate details. It's a collaborative effort between you and the tattoo artist, culminating in a work of art that tells a unique story or holds deep personal significance. As with any work of art, proper care and maintenance are crucial to preserving its beauty.

The vibrancy of tattoo ink plays a pivotal role in ensuring that these symbols and memories remain vivid and meaningful. A faded or deteriorating tattoo can inadvertently dull the impact of the message it conveys.

A Lifetime Commitment

Tattoos are not temporary; they are lifelong commitments. The ink injected into your skin resides in the dermal layer, making it a permanent addition to your body. Therefore, the responsibility of preserving its brilliance lies with you. Neglecting the upkeep of your tattoo can lead to ink fading, blurring, and a loss of the sharpness of details over time. A well-maintained tattoo, on the other hand, can look as stunning decades later as it did on the day it was inked.

Sun Protection

One of the primary threats to the vibrancy of tattoo ink is sun exposure. Ultraviolet (UV) rays from the sun can cause significant damage to the skin and the tattoo pigments underneath. Over time, UV radiation can cause tattoos to fade and lose their sharpness. To combat this, it's essential to protect your tattoos with sunscreen or clothing that covers the area when spending time in the sun. This simple precaution can go a long way in preserving your tattoo's brilliance.

A Tattoo Specific Sunblock apart from SPF also contains ingredients to keep the Ink vibrant, the skin moisturized and supplemented with vitamin E & F which are all beneficial to the skin. They also ensure an even tan therefore avoiding unsightly patches as well as being completely transparent to keep the work of art showing.

continued on page 10...



...continued from page 9

Hydration and Skin Care

The health of your skin directly affects the appearance of your tattoos. Dry, flaky, or damaged skin can make your tattoo look dull and lifeless. Proper hydration and skincare routines can help maintain the vibrancy of tattoo ink. Keeping the skin moisturized, especially in the tattooed area, can prevent it from becoming a canvas for cracks and blemishes that detract from the tattoo's beauty.

A Tattoo Specific Body Lotion, apart from providing instant and long-lasting skin hydration, also adds brightness to the ink. Outlines therefore remain looking sharp and colours including black remain vibrant through the years.

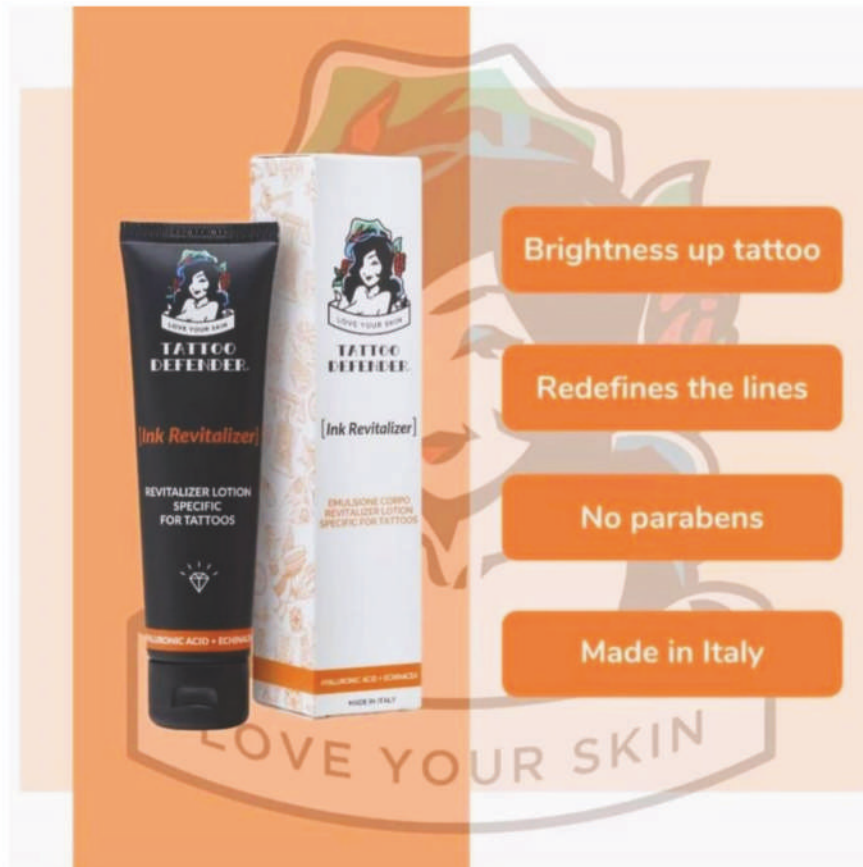
Aloe Vera, Hyaluronic Acid and Vitamin E, are all ingredients contained within which soothe the skin and prevent tattooed skin from aging and not looking good anymore.

Avoiding Abrasion

Another critical aspect of maintaining tattoo vibrancy is to prevent excessive abrasion. Tattooed skin can be sensitive, and constant friction from clothing or accessories can cause the ink to fade more quickly. If your tattoo is in a high-friction area, consider using a protective covering or being mindful of what it comes into contact with. This precaution can prevent unnecessary wear and tear on your tattoo.

A Lasting Impression

In conclusion, maintaining the vibrancy of tattoo ink is more than just an aesthetic concern; it's a commitment to preserving the artistry, symbolism, and memories that your tattoo represents. Tattoos are permanent imprints on your skin, and their longevity depends on the care you provide. Whether you seek to commemorate a meaningful experience, express your individuality, or celebrate a loved one, a well-maintained tattoo will continue to tell your story with clarity and brilliance for a lifetime. So, protect your investment, nourish your skin, and ensure that your tattoo remains a lasting and vibrant part of your identity to be enjoyed to the full for years to come.





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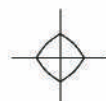
INTERNATIONAL POLICE ASSOCIATION MALTA SECTION

The International Police Association is a friendship organization for members of the police force, whether in employment or retired, and without distinction as to rank, position, gender, race, language or religion.

We have around 372,000 members in nearly 100 countries, of which 65 are affiliated National Sections, and we are represented on 6 continents.

Our motto is 'Servo per Amikeco'

ipamalta@gmail.com



PR231364**15/09/2023****STQARRIJA MILL-MINISTERU GĦALL-POLITIKA SOĶJALI U D-DRITTJIET TAT-TFAL U MILL-MINISTERU GĦALL-INTERN, IS-SIGURTÀ, IR-RIFORMI U L-UGWALJANZA****Židiet storiċi fil-pensjonijiet tas-servizz għall-ħaddiema tal-korpi dixxiplinati****23% žieda fuq il-pensjoni tas-servizz għal 29 sena ta' ħidma; somma mhux taxxabbli għal 4 snin ta' ħidma addizzjonali wara 29 sena servizz**

Tidhol fis-seħħ miżura tal-Manifest Malta Flimkien, b'żidiet storiċi fil-pensjoni tas-servizzi għall-ħaddiema fl-erba' korpi dixxiplinati ta' pajjiżna. B'hekk, minn issa 'l quddiem, il-ħaddiema li jagħtu servizz ta' 29 sena se jirċievu žieda ta' 23% fil-pensjoni tagħhom wara li jirtiraw. L-inizjattiva qed tkun konsolidata bl-inċentiv ta' somma mhux taxxabbli għal 4 snin ħidma addizzjonali fuq id-29 sena servizz, u li tkun addizzjonali għat-23% žieda.

Dan kien spjegat f'konferenza tal-aħbarijiet indirizzata mill-Ministru għall-Politika Soċjali u d-Driftijiet tat-Tfal Michael Falzon u mill-Ministru għall-Intern, is-Sigurtà, ir-Riformi u l-Ugwaljanza Byron Camilleri. Din il-miżura se tibda titħaddem mill-1 ta' Ottubru 2023 u se toqot direttament lill-ħaddiema fil-Korp tal-Pulizija, il-Forzi Armati ta' Malta, id-Dipartiment tal-Protezzjoni Ċivili u l-Aġenzija għas-Servizzi Korrettivi.

Il-Ministru Byron Camilleri spjega li mal-ħemmel ta' investiment li sar fis-setturi tas-sigurtà f'pajjiżna, il-gvern qed jinvesti fir-riżorsa l-aktar importanti, jiġifieri fil-ħaddiem. Huwa qal li fl-aħħar snin pajjiżna kellu tishih ekonomiku li ġab miegħu diversità usa' u aspettattivi godda minn soċjetà moderna u dinamika, li eventwalment žied id-domanda biex il-korpi dixxiplinati jagħtu aktar servizzi.

F'dan l-isfond, il-Ministru Camilleri enfasizza dwar l-importanza tat-tishih fil-ħaddiema tal-korpi dixxiplinati, u li permezz tal-implimentazzjoni ta' din il-wegħda elettorali, membri tal-korpi dixxiplinati qed jiġu inċentivati li jkomplu jkunu ta' servizz għan-nies u għal Malta u Għawdex.

"Biż-żieda fil-pensjoni tal-ħaddiema fil-korpi dixxiplinati qed tiġi ppremjata l-bżulija u daqstant ieħor qed jinħoloq ambjent li fih il-ħaddiema jsaħħu l-karrieri tagħhom kif ukoll li jaqsmu l-esperjenzi tax-xogħol ma' ħaddiema godda fis-settur," temm jgħid il-Ministru Byron Camilleri.

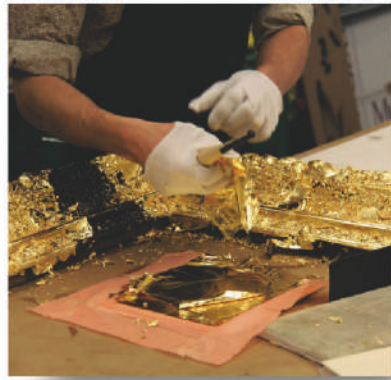
Min-naħa tiegħu, il-Ministru Michael Falzon qal li dan il-gvern dejjem ippremja l-bżulija, kemm għal dawk li daħlu għall-ewwel darba fid-dinja tax-xogħol kif ukoll għall-persuni li jagħżlu li jibqgħu fid-dinja tax-xogħol. Huwa kompli li dan se jwassal biex ma jintilifx ċertu talent u esperjenza, speċjalment f'dawk li huma membri tal-korpi.

"Biex uffiċjal ikun inċentivat aktar sabiex itawwal is-servizz lil hinn minn 29 sena, hemm inċentiv addizzjonali. Dan se jkun ħlas ta' sitt xhur salarju għal kull sena addizzjonali li l-uffiċjal jagħmel fuq id-29 sena servizz. Dan jista' jsir sa' massimu ta' erba' snin servizz – li jfisser li fuq medda ta' erba' snin se jieħu sentejn salarju. L-inċentiv jithallas bħala lump sum hekk kif l-uffiċjal jilhaq it-33 sena servizz u anke jekk jagħżel li ma jirtirax u jkompli fis-servizz," temm jgħid il-Ministru Falzon.



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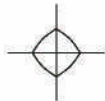
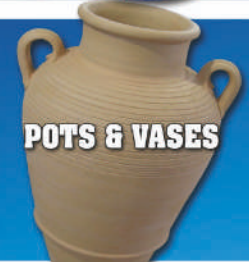


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Talking about suicide.

There are things we can do if we're worried someone may be at risk of suicide. One thing that can really make a difference is talking. Remember, it's ok to ask someone if they're feeling suicidal, it could save their life.

Read our advice on how to talk to someone about suicide and help them get the right support.

What are the signs that someone may be feeling suicidal?

It's important to watch out for signs of distress and changes in behaviour. If you know someone well, you can often tell if they are behaving in a way that may indicate serious distress. For example, they may be withdrawn, appear unusually dishevelled or change how they make financial or personal plans.

Can I ask someone if they're feeling suicidal?

There is evidence that shows if you ask someone if they're suicidal, it can help protect them.¹ It's ok to ask someone, "are you having suicidal thoughts?". By asking directly about suicide, you give them permission to tell you how they feel and let them know they are not a burden.

What can I do if someone tells me they're having suicidal thoughts?

If someone does tell you they are having suicidal thoughts, always take them seriously. Try to listen in an unhurried way without distractions. You don't have to be able to solve their problems. The act of listening and being understanding will help. If you can, offer support and encourage them to talk about their feelings.

If you can, arrange to speak to them again at a specific time. This will show your ongoing support and will make them feel valued. It also gives them something to look forward to.

How can I be there for someone who's feeling suicidal?

Simple actions can help you be there for someone who is experiencing suicidal thoughts or recovering from an attempt to take their own life. People who have felt suicidal will often say what a huge relief it was to be able to talk about what they were experiencing.



If someone is feeling suicidal, can I suggest they talk to a professional?

It's important to encourage them to seek professional support and know when to step back to look after themselves.

When you're experiencing severe emotional distress, you may feel desperate to relieve your pain. Suicide is not the answer. It may feel like the only way to manage problems that seem unbearable, but it's not. There are always other options and there is always hope for a better tomorrow.

It's normal to feel like nobody will get you when you're feeling suicidal. It may even feel like you're beyond help. But crisis supporters don't think so. Crisis supporters in Malta want to help you and they are available 24/7 to lend a listening ear.

If you feel like you might need support with thoughts of suicide, try reaching out to a hotline in Malta. It's free and confidential.



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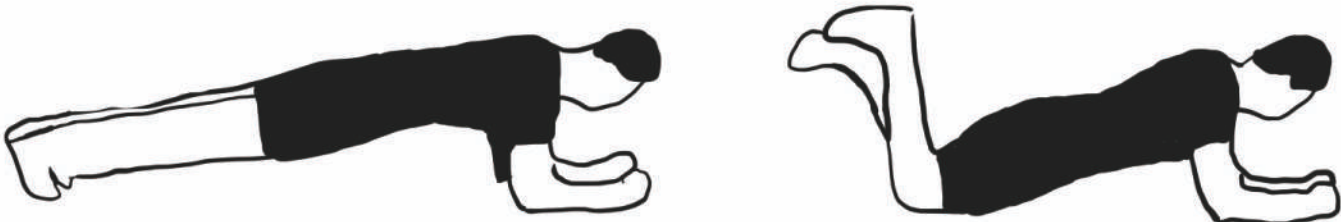


Improve your core stability with Planks

Darren Bezzina

The plank is an important exercise that will help you to take care of your lower-back and spine. It is also a very simple exercise to perform!

A plank is similar to the starting position of a pushup, but instead of holding your body on your hands, the body rests on your forearms, with the elbows directly under the shoulders. During the whole movement, it is important to keep the core and glutes contracted to keep the body straight and stable. The back of the head, upper back, and heel should form a diagonal straight line. If at any point your form breaks down, stop the exercise immediately.



Some people may find it hard to hold the plank at first. Start with very small intervals, holding the body for 5 to 10 seconds. Keep working on it until you can hold the plank for at least 1 minute!

If you cannot perform the plank in good form even for a few seconds, bend your knees so it helps you lower the amount of bodyweight you have to lift.



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help



The sign for **HELP** or **ASSISTANCE** is the same as that for **HELP**.

It is made with both hands. One hand takes the shape of closed 5 and is placed at the front with the palm facing upwards. The other hand takes the shape of A with the palm facing the side and the thumb protruding upwards. This hand is placed over the palm of the other hand and both hands then move outwards and a little upwards.






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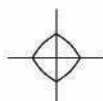
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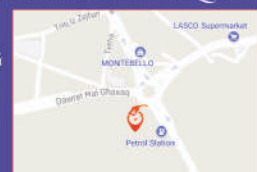
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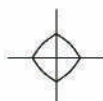
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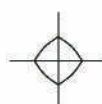




Your Union Stewards

www.mpu.mt

District 1	Mr. Chris Bonello (PS443)
District 2	Mr. Damian Galea (PS1144)
District 3	Mr. Keith Azzopardi (PS1101)
District 4	Ms. Stefanie Zammit (PS2379)
District 5	Mr. Garison Bonnici (PC1184)
District 6	Mr. Marlon Hili (PS1114)
District 7 District 8	Ms. Chantelle Mifsud (PC383)
District 9 District 10	Mr. Antoine Grixti (PC79)
District 11	Mr. Neville Mercieca (Secty)
District 12	Mr. Josef Xerri (PC653)
Parliament	Mr. Antoine Galea (PC810)
Seaport & Airport Immigration	Mr. James Saliba (PS1433)
Immigration	Mr. Marlon Hili (PS1114)
ADF & Ta'Kandja	Mr. Arthur Rizzo (PS1122)
FSL	Mr. Robert Scicluna (RPC3094) Mr. Benjamin Abela (CIV)
GHQ, MT Garage & Dogs Sect.	Mr. Joseph Farrugia (2/SM128)
CID Yard & CPT	Ms. Chantal Bartolo (PS2252)
FCID	Mr. David Ellul (PS1083)
Mounted Section	Mr. Damian Galea (PS1144)
Other & General	MPU Office, Marsa





Ingredients

- 2 cups (250g) all-purpose flour
- 3 tbs. baking powder
- 1 cup (180g) coconut sugar
- 1 egg
- 2 apples, peeled, cored and cut into chunks
- 1/2 cup coconut oil, melted

Prep Time

- Serves: 12
- Prep: 10 mins
- Cook: 40 mins

Nutrition per Serving

- 227 kcal
- 10g Fats
- 36g Carbs
- 2g Protein

Apple Cake

Procedure

Preheat the oven to 180 deg. Cel.
Prepare an 8-inch (20cm) baking tin lined with baking paper.

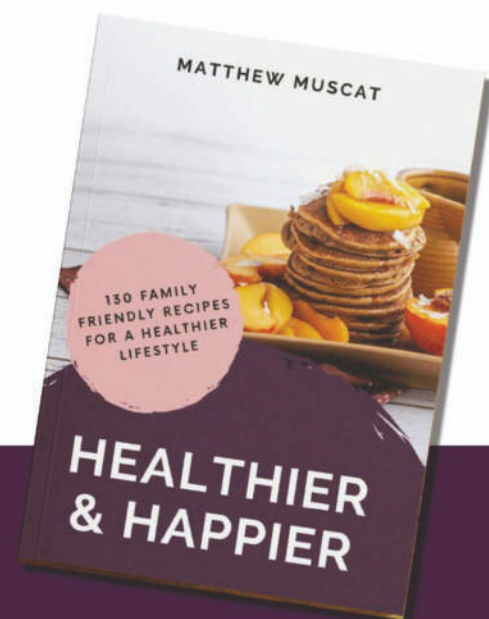
Place the flour, baking powder and sugar into a large bowl and mix well.

Add in the egg and melted coconut oil and stir until combined.

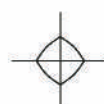
Now add in the apples [using your hands incorporate them into batter].

Place the batter into the lined tin and bake for 35-40 minutes.

Once ready, remove from the oven and allow to cool. Store this cake in an airtight container.



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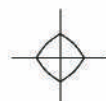
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Membership Fees

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Improvement of working conditions

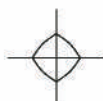
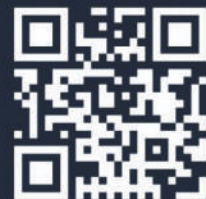
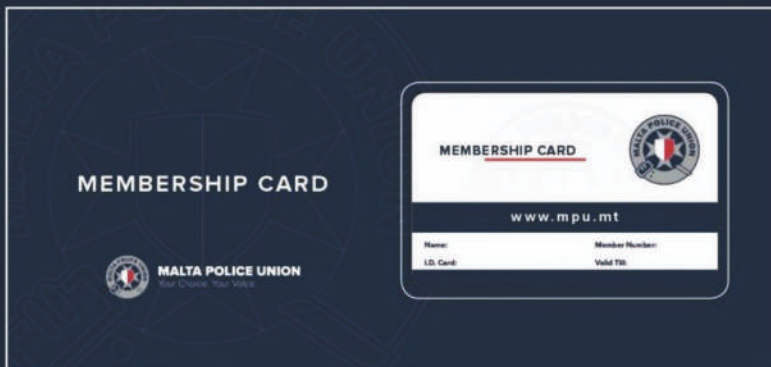
Representation of members' interests



Free legal assistance (non-criminal)

Negotiation of pay and conditions

1 year Membership	€30
RPC One Time Membership	€50
Civilians (non-sworn)	€20



WORD SEARCH Puzzle

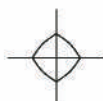
GREEN VEGETABLES

ARUGULA ASPARAGUS BROCCOLI CABBAGE
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MACHE MINT PARSLEY SPINACH THYME
SWISS CHARD WATERCRESS BOK CHOY OKRA
EDAMAME RIDGE GOURD BITTER MELON PEA
ZUCCHINI FENUGREEK SAGE LEEK DILL

E	A	P	F	S	H	I	P	I	C	T	O	R	E	Z
M	B	Y	E	D	A	M	A	M	E	L	K	L	A	U
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T	T	N	U	R	P	D	S	E	U	T	A	E	S	C
S	T	E	G	I	Y	R	L	L	T	G	C	K	A	H
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E	O	A	R	U	M	I	N	T	E	B	S	A	G	E
T	N	L	E	R	A	W	S	T	A	B	L	E	U	M
A	Y	L	E	D	C	S	P	I	N	A	C	H	S	Y
W	B	O	K	C	H	O	Y	E	E	G	G	S	I	H
P	A	C	E	T	E	D	D	Y	R	E	L	E	C	T

*words are hidden across, up, down, diagonally & there are backward words

* ignore spaces





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