

# **INFORM**

*THE OFFICIAL VOICE OF THE MALTA POLICE UNION*



December 2023  
Issue No.8



*Season's  
Greetings*



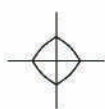




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*An extra treat from Devon*





## Editorial

Neville Mercieca

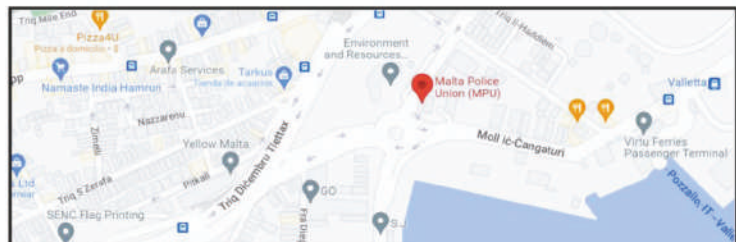
Another year is coming to an end. It has been a very busy one where many results have been achieved behind closed doors and without the need to resorting to trade disputes or issuing directives on a general scale.

Membership has also been on the rise and now we have a record number of members, ever. The raise of the membership fee did not have an impact on enrolments since the service offered by our Union is optimal and members know that they will always find our door open and available to resolve their issues.

This year a new Sectoral Agreement has been approved by our members after 9 months of negotiation with the Government. The new Sectoral Agreement is a huge step forward, and one which also will give a solid base for future negotiations. The introduction of the indemnity concept has been a great achievement as this will mean that we are all sure we will not be left alone when something happens whilst on duty as explained in the document. Another win was the period all of us served at the Academy, and which was not included as part of the 25 years service.

In April 2024, we will be hosting the EuroCOP Spring Meeting in Malta and apart from other items on the agenda, this will be an other important milestone in the achievements by this Executive Board which is now entering into its 3<sup>rd</sup> year in office.

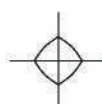
I take this opportunity, on behalf of all of Us at MPU to wish you and your families, all the best.



# Check Off System Application Form

Members who wish to use the Check Off System and settle their MPU membership fee by installments (13) with every pay (EUR2.30), are asked to fill the form.

Any already paid fees will not be lost and these will still be valid as part of your membership period.





## EuroCOP calls on the EU to address Violence against the Police. Human Rights – Do Police Officers Have Any?

### "HUMAN RIGHTS - DO POLICE OFFICERS HAVE ANY?" EUROCOP CALLS ON THE EU TO ADDRESS VIOLENCE AGAINST THE POLICE



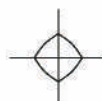
EuroCOP strongly believes, that in order to address this rising trend in violence against police officers, a common European reaction is needed and cooperation between Member States shall be strengthened. However, there is currently no central repository of data in the EU as regards incidences of violence against police officers. EuroCOP considers this a serious issue that must be addressed, potentially through Eurostat. This is what EuroCOP has been calling for in recent years.

Various third countries from Europe such as Norway, Iceland and UK are already collecting data. Such data is also gathered in the United States under the Law Enforcement Officers Killed and Assaulted (LEOKA) Data Collection by the FBI, yet in the EU, there is no centralised database of such incidences. This hinders the ability of law enforcement agencies in Europe to analyse the root causes of such incidences, and to prevent future incidences from occurring.

For reference, the FBI's data collection has been extremely helpful in that the LEOKA data is routinely incorporated into officer safety awareness training. EuroCOP considers, that developing a similar database at EU level would be extremely worthwhile. The database should focus on much more than just counting the number of assaults and focus on the key details associated with each assault to understand trends and identify solutions.

Collection of data at EU level would help understand the roots of the problem, exchanging best practice between Member States and adapting safety awareness training programs for police officers. This is more important than ever. According to Eurostat17, the number of police officers is shrinking in many Member States. Improvement of safety and working conditions would be very helpful in addressing this trend.

Collection of data should not pose a disproportionate burden on national administration as well as on Eurostat itself as data are already being collected e.g. on violence against women, gender based violence; crime, violence and vandalism in the area by degree of urbanisation, by level of activity limitation, sex and age.







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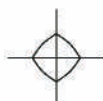
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## TATTOOS ... From Where and Why?

Tattoos are great expressions of Love, Pain, Experiences, Ideals, Fantasies, and Identity.

Their significance spans across time and cultures, making them a powerful form of art and communication.

At its core, a tattoo is a permanent mark on the body. The decision to get a tattoo is deeply personal, often reflecting an individual's beliefs, experiences, or affiliations. Many people see tattoos as a means of self-expression, allowing them to convey their uniqueness and establish a visual representation of who they are.

Over the years and in various societies, tattoos have been used to denote social status, rites of passage, or tribal affiliations. For instance, in ancient Polynesia, tattoos held spiritual and societal significance, marking important life events, and illustrating a person's role within the community. Similarly, in Japanese culture, irezumi, or traditional tattooing, has roots in both artistic expression and symbolic representation.

Beyond cultural ties, tattoos often serve as a canvas for personal stories. Individuals ink their bodies with symbols, quotes, or images that carry deep meaning and serve as constant reminders of pivotal moments or influential figures in their lives. These can range from commemorating a loved one, celebrating personal achievements, or expressing one's philosophy on life.

The permanence of tattoos adds an extra layer of significance. Unlike temporary forms of self-expression, such as clothing or hairstyles, tattoos are enduring marks that accompany a person throughout their lifetime. This permanence can be both a source of empowerment and a cause for contemplation, prompting individuals to carefully consider the designs and messages they choose to etch onto their skin.



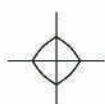
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**continued on page 8**





continued from page 7

Moreover, tattoos often bridge the gap between the past and the present. Traditional tattoo designs and techniques, passed down through generations, connect individuals to their cultural heritage. Simultaneously, modern tattoo artistry embraces innovation, pushing the boundaries of creativity and allowing for a blend of traditional and contemporary styles.

The rise of tattooing as a mainstream art form has led to increased acceptance and appreciation. What was once associated with rebellion or counterculture has become a respected and widely embraced form of self-expression. Tattoo artists are now recognized as skilled professionals, and tattoo conventions showcase the diversity and creativity within the industry.

Despite this cultural shift, tattoos can still carry a stigma in certain contexts. Workplace policies, societal prejudices, or personal beliefs can influence how tattoos are perceived. Some individuals may face judgment or discrimination based on their inked skin, highlighting the ongoing tension between personal expression and societal expectations.

In conclusion, tattoos are more than just ink on skin; they are intricate symbols of identity, culture, and personal narratives. From ancient cultural practices to contemporary forms of self-expression, tattoos have evolved into a powerful means of communication and art. Their permanence, cultural significance, and individualized nature make tattoos a fascinating and deeply personal aspect of human expression.

Once you get your art done, after having chosen your tattoo artist wisely, be wise enough to take all the steps to keep your inked message bright and alive for you and to clearly communicate it to others.

Enjoy your art always!





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## Sectoral Agreement 2023

Following almost 9 months of meeting and negotiations, our members, together with those of the POU/GWU approved the document regarding the new conditions of service for the members of the Malta Police Force for the next 5 years (as minimum).

This sectoral agreement kept the 2018 agreement as a basis, but with the focus of increasing the monthly income of our members, without having added responsibilities to the current ones.

Special attention has been given for the introduction of the Indemnity and the acceptance of the traineeship period at the Academy as part of the 25 years' service, which both will remain for years to come.





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## Dealing with Anger Management

Silvan Magro – Play Therapist

When we become upset about something, we need time to process the emotions we experience.

Even after the problem has gone away or an apology has been received, we may still have those same feelings.

Learning to handle feelings, especially powerful ones such as anger, can be difficult, especially for young children. Learning to understand how they feel and improving emotional regulation techniques can help children respond to the emotions and environment around them with more control and skills.

Children often learn best when they are playing. Games and activities promote self-learning and, when focused on emotions, help children identify their anger and associated triggers and behaviour.

The following activities and games offer a fun and insightful way for children and their parents or teachers to understand the situations that lead to anger and how they can react differently.

### Role-play

Role-play can be a valuable way for children and adults to explore anger triggers such as being told to stop doing something or perform an activity that does not factor in their plan despite being good for them.

Scenarios and their outcomes: Understanding the different options available to them can help children choose thinking and behaviour more appropriate to their own and others' needs. Work through several scenarios that typically lead to anger and discuss possible responses for each one.

Who's in the driver's seat?

Work with the child to help them understand and recognize the clues that indicate an angry or a calm mind.

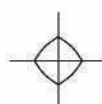
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# Bereavement

## Grief after bereavement or loss

Most people experience grief when they lose something or someone important to them. If these feelings are affecting your life, there are things you can try that may help.

Support is also available if you're finding it hard to cope with stress, anxiety, or depression.

Symptoms of bereavement, grief, and loss.

Bereavement, grief, and loss can cause many different symptoms and they affect people in different ways. There's no right or wrong way to feel.

As well as bereavement, there are other types of loss such as the end of a relationship or losing a job or home.

Some of the most common symptoms include:

shock and numbness – these are usually the first reaction to loss, and people often talk about "being in a daze".  
overwhelming sadness, with lots of crying tiredness or exhaustion.

anger – towards the person you've lost or the reason for your loss.

guilt – for example, guilt about feeling angry, about something you said or did not say, or not being able to stop your loved one dying.

These feelings may not be there all the time and powerful feelings may appear unexpectedly.

It's not always easy to recognise when bereavement, grief or loss are the reason you're acting or feeling differently.

You are not alone in this. Try talking about your feelings to a friend, family member, health professional or counsellor.

Sign Language



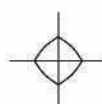
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**Say "Thank You"**

**Start with your dominant hand.**

**Then place your fingers near your lips, with your hand as flat as possible.**

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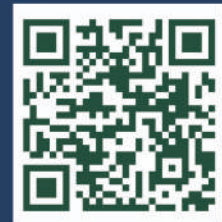
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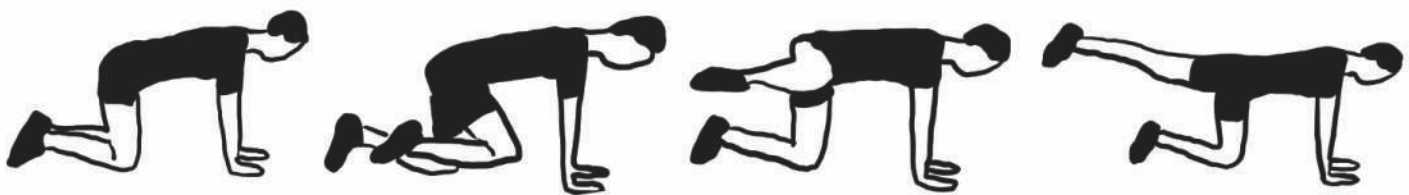


## The Fire Hydrant: Strengthening the Core and Enhance Stability with this exercise.

Darren Bezzina

The fire hydrant exercise specifically targets the core muscles, including the obliques, lower back, and hip stabilisers. The core muscles play a pivotal role in providing stability and support for your entire body. A strong core not only aids in maintaining good posture but also contributes to overall fitness and reduces the risk of injury in various physical activities.

It is very easy to perform the fire hydrant:



1. Begin on all fours, keeping the back straight and shoulders aligned with the wrists.
2. Without allowing the lower-back posture to change, raise the right knee as close as you can to the chest.
3. Keeping the right knee bent and without moving the hips, raise the thigh out to the side, mimicking a dog.
4. Kick back with the raised knee. The leg should be in line with your torso. Hold briefly and return to the starting position.
5. Repeat on both sides.

The Fire hydrant offers a simple yet effective means of strengthening your core muscles and enhancing stability. Aim for 2-3 sets of 10-15 reps on each side. During the whole movement ensure that you maintain a good posture to prevent injuries and get the most out of the exercise.

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## EMPLOYEE SUPPORT PROGRAMME

### A SUPPORT SERVICE FOR PUBLIC SERVICE EMPLOYEES

The Employee Support Programme, within the People and Standards Division, offers counselling and support for public service employees who are currently facing personal or work-related difficulties.

There is a big range of services currently on offer and these address difficulties such as stress, relations and family problems, mental health difficulties, bereavement, alcohol and substance abuse and other problems that effect well-being.

Apart from offering professional help on an individual basis, the Employee Support Programme regularly organises initiatives such as training sessions, conferences, and seminars. It publishes a specialised newsletter distributed to all Public Service employees, that deals with various health-related issues and how to find the help needed. The Unit keeps regular contact with employees in managerial positions as well as directors so these will in turn identify and support their employees in distress. This includes dealing with employees who are lacking efficiency and motivation, who show behavioural problems, are meddling with drugs and substances, or who are returning to work after long illnesses.

All the services provided by the Employee Support Programme are strictly confidential and no information to third parties is made available without written approval from the individual.

For more information, or to set up an appointment for individual help, one should phone 22001210, or e-mail the unit on [esp.opm@gov.mt](mailto:esp.opm@gov.mt). More information on the services provided can be found on website [www.esp.gov.mt](http://www.esp.gov.mt) or from the One-Stop-Shop for Public Officials within the People and Standards Division.



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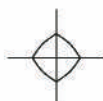
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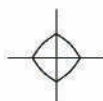


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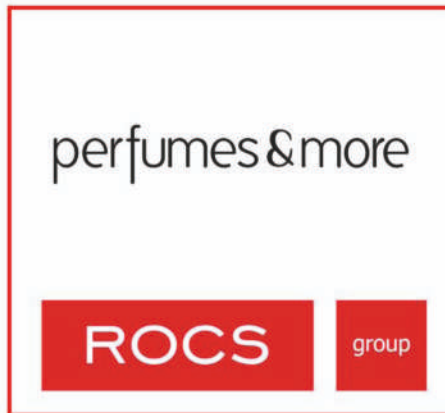
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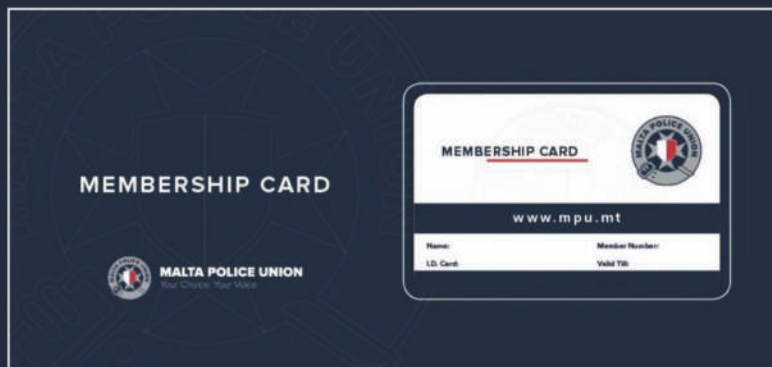


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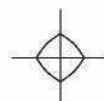
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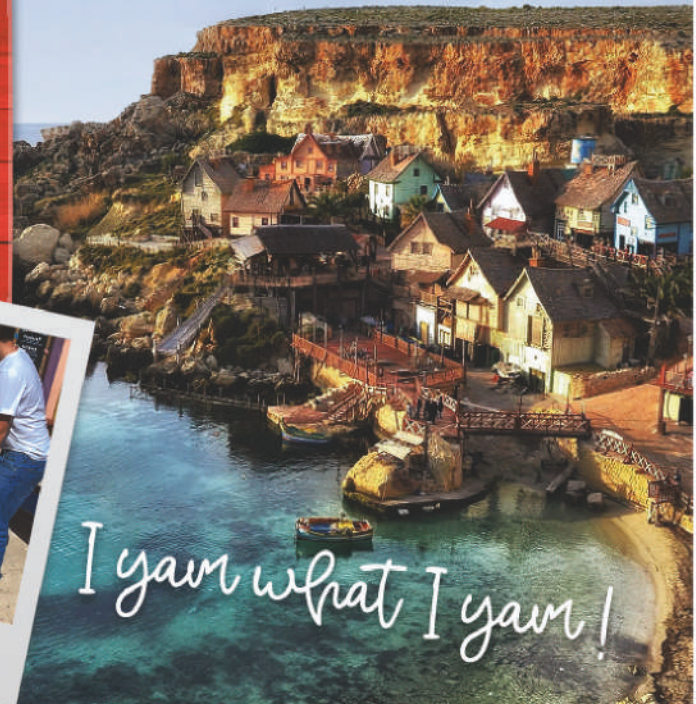
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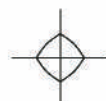
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**THE MALTA POLICE UNION  
WILL BE HOSTING  
THE EURO COP SPRING 2024  
MEETING IN MALTA  
APRIL 16-18**







# 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.

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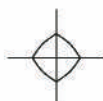
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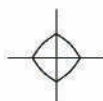
# WORD SEARCH PUZZLE

## 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

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

- words are hidden across, up, down, diagonally & there are backward words
- Ignore hyphens







# Chocolate Chia Seed Pudding



## Ingredients

- 4 tbsp. cocoa powder
- 4 tbsp. chia seed
- 4 tbsp. maple syrup
- 2 cups (170ml) almond milk
- unsweetened pinch of sea salt
- 1/2 cup (120g) vanilla coconut yogurt

## Prep Time

- makes: 2
- Prep: 5 mins
- Cook: 6 mins

## Nutrition per Serving

- 306 kcal
- 14 Fats
- 47g Carbs
- 7g Protein

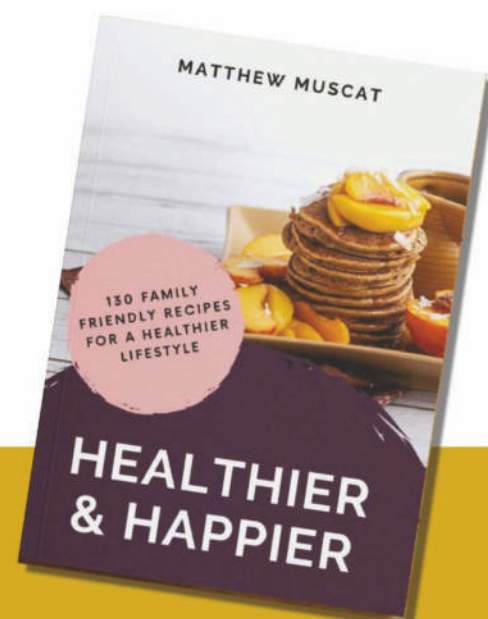
## Procedure

Place all ingredients in a medium-size bowl and whisk until the cocoa powder has dissolved.

Leave in the refrigerator for around 6 hours or overnight, until mixture thickens.

Stir a few times during this process.

Divide the coconut yogurt between 2 glasses, and then layer the chia seed pudding on top.



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