

2022 BLUE LIVES

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Editorial

While local feasts and events are at full force and our commitments are again at full swing, we welcome you to this year's Blue Lives edition.

This edition will walk you through a number of investments the Malta Police Force has made as part of its transformation process, ranging from the much awaited new uniform, to upgraded equipment, and professional and regular training, amongst others. These investments are all intended to aid officers in delivering a more effective and efficient service to the community.

We may probably all agree that change is good; however, a cultural change in a 208-year-old Police Force is not so straightforward. This change is however inevitable, especially today, when the public is becoming more vocal in what they expect from their police, particularly with respect to the quality of service they receive, while a more ethical and accountable approach is expected.

I invite you to read the articles we have prepared as, ultimately, the Malta Police Force transformation is yours as much as it is ours.

The Team

President

Inspector David Bugeja

Editor

Inspector Rodienne Bartolo Haidon

Members

Sergeant Louise Busuttil
Constable Charlene Cilia
Constable Sloune Gatt Fabri

Photography & Design

Constable Clive Pace
Jean Paul Vella

Correspondence

Blue Lives Magazine,
Communications Office,
Police Headquarters Floriana, FRN 1530
✉ magazine.police@gov.mt

Inspecting the Minister's Vision

Hon. Byron Camilleri



Writing this message serves to celebrate and reflect on the crucial role men and women in blue have in our communities.

And I would start from there – our communities.

We have recently witnessed an effort to have a more personal approach to policing in our localities. That approach is proving to be intrinsic day after day. Families and businesses are relating more to their policeman or policewoman, who are coalescing very well with the community at large.

We have seen many instances where the community showed its appreciation of the work conducted by members of the Malta Police Force, but above all, it was heart-warming to learn about the situations in which these police officers found themselves and their reaction to them.

On a more macro scale, the Police administration has continued its Transformation Strategy, making our Police Force increasingly prepared and equipped to face every kind of peril and situation. I firmly believe that this Strategy was a crucial step towards modernising the organisation into a more transparent and agile Force. I have no doubt that the innovation and sustainment of positive changes stemming from the reform will lead to leadership and management practices that are both effective and efficient to deal with the circumstances that lie ahead.

I also look forward to the new police uniform, a more comfortable one, as well as the inauguration of new police stations that advocate a better environment for both those in need of assistance and the officers, and the completion of infrastructural works like those in the police garage in Floriana.

Finally, I must thank all police officers for their sterling work. I know that the Police Force is facing a few challenges, but I can assure you that no official is alone. We are with you, and will give our all for the betterment of the Force and your good selves, who sacrifice so much for our country.

A Police Force for Tomorrow

Prof. Saviour Formosa



Reforming the Malta Police Force was deemed a difficult task. Many have tried, and many have faltered. This time around, we are determined to succeed. The past years have shown a commitment to understand the past, anchor the present reality, and dare to dream and transform. The transformation of the Malta Police Force is now unstoppable, and can only gather momentum as the changes gather pace.

Is the process to change a centuries old entity easy? By no means, but the main differences for the current transformation revolve around two elements: the drive to change from within and the uptake to services by the public.

Are there pain points? Of course, there are. As society changes, the 2000+ officers experience changes like never before, both in physical reality and in virtual worlds. Are they really

changing? The public can answer that question: more officers on the ground, online and media presence, an ever-requested Community Policing service, victim support, specialisations in specific areas such as intelligence, drugs and financial crimes, rapid intervention, community engagement, upskilling, civilianisation, a focused senior management structure, and a change-oriented Commissioner, to name a few.

At the end of all this process, there is only one task that needs to filter to the ultimate client, the citizen. The task is to instil public trust in the MPF, a task that steadily shows gradual take-up and positive public reactions. COVID-19, already a memory for many, exhibited the resilient aspect of the Force, an entity ready to guide, enforce, and lead under quasi-impossible scenarios. Post-COVID changes and the return of normality are depicting a society-centric Force that morphs its actions into societal changes: leaps from the passive reactive mode enshrined in past decades.

The Malta Police Board of Governors is engaged in overseeing the transition process, leading to the transformative outcome of the entity. It seeks to instil changes that ensure trust, as well as the structural changes required to fulfil the 5-year Strategy deliverables.

There is much to do, but the drive is in place at all levels. This is sustained through a core policing focus by all officers, the uptake of the Transformation Strategy by all, and adherence to the path we travel.



Revamping the Malta Police Force beyond the HQ Façade

Police Commissioner Angelo Gafà

Passing by the Police Headquarters in Floriana over the past weeks, one could notice the renovated façade which has been brought back to life as part of ongoing restoration works undertaken in this 18th Century majestic place that we have been calling home since 1954. However, the renovation of the Malta Police Force extends beyond our HQ façade or the introduction of a modern and more practical uniform in the coming weeks.

Critically important, our organisation itself, which turns 208 years this year, has for the past months been undergoing a revamp to ensure that, while the dynamic environment where we operate evolves, we equally adapt accordingly in order to remain a relevant

institution within a dynamic functioning and rapidly changing democracy.

The Malta Police Transformation Strategy launched in September 2020 is now in its second year of implementation. Central to this revamping process are our officers who have for the past months been adjusting to an ongoing cultural change process which is key to a transformation programme, especially one taking place within a long-standing conservative institution.

While the principles of policing have remained a constant, the ways we are expected to deliver this function within such a pluralistic and dynamic society have changed, at times, even in dramatic ways. The new demands

placed on us are constantly being brought to the attention of our officers. Key to this process is our emphasis on novel training and processes, including the constant introduction of digital technology, contributing to not only a culture that embraces change, but also one that aligns with community expectations.

Special emphasis is being placed on leadership training. The delivery of this specialist training is based on the belief that, while Malta Police senior management must be committed to the changes being implemented, leaders at all levels impact the success. Ours is indeed an efficacious organisation, and society must be really proud of our women and men in blue.

We started this year with two massive back-to-back commitments: a general election, followed by the long-awaited apostolic visit of Pope Francis the following weekend. Thanks to the commitment of dedicated and professional officers, we have flawlessly executed both tasks with the support of a well-oiled back-office machine. Above all, our officers have been detailed very decent working hours, ensuring adequate rest periods, despite such intense commitments.

Employee wellbeing is in fact a topmost priority for the Malta Police Force. In the past year, we partnered with the Health Promotion Directorate and the Employee Support Programme to ensure a healthier workforce. After all, healthy employees contribute towards a more effective service, hence a more positive customer experience.

Meanwhile, our clients, the citizens of these islands and the millions of visitors who set foot here, are truly receiving an ameliorated service from the Malta Police Force. Testament to this are last year's annual crime figures clearly showing our achievement in curbing theft, including armed robberies, to all-

time lows. On the other hand, as a result of a more professional and empathetic service, and the consequent increased confidence in the police, we have been dealing with an increased demand for domestic abuse services that we are committed to strengthening further. Moreover, our committed and skilful financial crime investigators have played a key role in ensuring Malta's efforts to be struck off the FATF's grey list within just one year.

Nonetheless, police effectiveness within such an interconnected world rests to a great extent on our cooperation and engagement with international counterparts. Despite the pandemic challenges, over the past two years, we have worked tirelessly to boost our collaboration with key players in policing, including law enforcement agencies and related institutions in the United Kingdom, United States, France, Belgium, Italy, Ireland, Germany, and the Netherlands, amongst others. Similarly, we enjoy excellent relations with supra-national institutions, key amongst which is Europol, whose officers have assisted the Malta Police Force on multiple occasions over the past months, including complex financial crime investigations.

Looking back and witnessing what we have succeeded to achieve over the past two years amidst a pandemic, I am confident that the next years will see us further consolidating the implementation of the Transformation Strategy for a more effective Malta Police Force and a safer Malta. Had I, as Commissioner of Police, stood alone and thrown one pebble into a pond, the few ripples would have dissipated. As we work together in partnership with the community, two thousand pebbles cause a tsunami of change, which is way more comprehensive than the mere renovation of the Police HQ façade.



A New Aesthetic

The current Malta Police Force uniform that many of you have now become accustomed to was introduced in the early 1990s. Nowadays, it is but one of the many iterations that exist. Certain units within the Force, for example, the Rapid Intervention Unit and Community Policing Teams, wear a totally different style of uniform.

However, this is bound to change as we will be introducing a new operational uniform that will contribute towards an enhanced image uniformity among all different sections of the Force.

The procurement process was a very laborious one, which began way back in 2018 with Preliminary Market Consultation. At that stage, all we knew was that we wanted a more functional uniform, tailor-made for the modern-day police officer.

Fast forward to May 2019, we made our debut on Facebook, with an initial prototype in order to gauge the public's perception. It was a smashing success, and the prototype uniform was heavily featured on many local news platforms.

We then moved to showcase the planned new style to all relevant stakeholders, from the Courts, all the way up to the Cabinet. Above all, we took into consideration the expert opinion of our officers through multiple Think Tanks and consultation sessions. A small team even tested the prototype garments out in the field during Malta's arduous summer months.

Eventually, after tweaking our prototype at every stage, and sometimes, even going back to the drawing board altogether, we ended up with a finalised style and the appropriate garment specifications. The new uniform was to be a modern, gender-neutral one, featuring important elements within police work, including functionality, safety, and suitability to the Maltese climate. Most of all, it was to improve the quality of life of our staff in line with Strategic Objective 8 of our Transformation Strategy.

Earlier this year, in March 2022, our procurement process finally came to an end, with Partenon, a Spanish company which specialises in technical uniforms for police and firefighters, winning the tender.

As you are reading this article, the uniforms are currently undergoing production. With over 27,000 pieces of garments to be produced, it won't be until later this year that you will get to see and greet your local police officer in their new look. We surely look forward to that day!



Partenon was founded in 1958 and is specialised in designing, developing and manufacturing police uniforms using technical fabrics. Furthermore, the company offers a comprehensive supply service. Partenon uniforms are worn by law enforcement officers in Spain, Portugal, Italy, Germany, Sweden, Belgium, and now Malta. Grazi hafna!

**IF IT DOESN'T
CHALLENGE
YOU
IT DOESN'T
CHANGE YOU**



A Successful Race against Time

The Police Financial Crimes Investigations Department (FCID) has been under the media spotlight for the past months. Despite this attention and the work pressures related to investigations and prosecutions of complex financial crimes, our team of around hundred officers has remained focused and performed a crucial role in getting Malta off the Financial Action Task Force (FATF) Grey list in just a year. A feat no other country has ever achieved.

Through these pressures, responsibilities and commitments, the FCID has in the meantime developed into a role model department within the Malta Police Force in embarking on initiatives aimed at positively enhancing our officers' experience and wellbeing at the place of work.

Besides their formal investigative teams, officers have formed a number of working groups in order to help organize events intended to balance out the stressful environment in which this department operates.

An in-house gym was installed within the premises in order to further encourage members to lead a physically active lifestyle, whilst a silent/meditation room was set-up in order to help the employees unwind in a noise-free environment.

Monthly informal lunches are also held, helping to bring the team together with the intention of boosting their engagement as well as step away from their desks in order to refresh and refocus.

As hard as the news of Malta being greylisted a year ago was, we now look back with pride as we realise that we have turned this challenge into an opportunity for the Malta Police Force and the country at large. This painful experience has also crystallised that indeed, the strength of the team is each individual member, and the strength of each member is the team.

Whilst we are now committed to sustain all the positive achievements of the past months, the FCID has meanwhile emerged as a blueprint for other Police departments, particularly in our endeavour to enhance the wellbeing of our officers who are constantly dealing with challenging situations.



The General Soft Drinks Co Ltd has been operating in Malta for over 50 years and is an independent Coca-Cola bottler and the sole licensed bottler for products of The Coca-Cola Company (TCCC) in Malta. Our Company is responsible for manufacturing, importing and distributing a wide range of soft drinks across Malta. We do this for brands owned by TCCC including Coca-Cola, Diet Coke, Coke Zero, Fanta, Dr.Pepper, Sprite, Aquarius, Schweppes, Powerade and Kristal.





An Employer of Choice

The Malta Police Force was recently awarded for the first time the Equality Mark Certification by the National Commission for the Promotion of Equality (NCPE) in recognition of our commitment to gender equality at the workplace and services offered.

The NCPE verifies that a company or organisation has demonstrated commitment to implement equality and anti-harassment policies, while taking steps to ensure equal opportunities in recruitment and career development opportunities, implementing family-friendly measures, and providing options for both genders to balance work-family life. The organisation as a whole must be committed to the defined values in order to receive the Equality Mark and ensure that the necessary procedures are carried out. The Malta Police Force is committed to upholding each of the aforementioned principles.

The path towards this accomplishment began back in 2018, when the Malta Police Equality and Diversity Working Group (EDWG) was established with the goal of improving internal policies and procedures to ensure that everyone has an equal opportunity to succeed. Consequently, the Malta Police Force has implemented a number of measures over the past two years to ensure equal opportunities, including the establishment of a gender neutral nomenclature by removing the female identifier from the police service number and a forthcoming gender neutral uniform, the removal of height restrictions in calls for recruitment, and the implementation of a standard physical test for both males and females. Today, the Malta Police Force automatically accepts applications from all genders for all calls involving horizontal and vertical movement. This action increased the number of women working in historically all-male police departments like the K9 Unit, the Forensic Science Laboratory, the Traffic Section, and the Criminal Investigations Department (CID). The gender balance within the top leadership of the Malta Police Force was additionally narrowed during 2021.

It is no secret that, nowadays, not everyone sees policing as a lifetime career. Therefore, the Malta Police Transformation Strategy (2020-2025) emphasises the 'efforts needed to create a culture that is based on a new employment relationship founded on inclusivity, collaboration, and a unified organisation. This is required to strengthen the organisation's ability to attract and retain the talent required to serve the public in the best possible manner'.



Armed & Accurate

Malta is one of the safest countries worldwide, for both residents and visitors alike, so much so that police officers are still able to carry most of their daily duties either unarmed or equipped with less-than-lethal weapons.

Nonetheless, we have units of regularly armed police officers patrolling the streets 24/7, equipped with at least a **Glock**, which is the preferred firearm of the Malta Police Force.

Glock is an Austrian handgun manufacturer that prides itself on quality. Glock firearms are popular

among law enforcement for their durability, accuracy, and versatility. All models have a simple design, which makes field stripping easier to perform. They are also designed to operate without compromise in extreme conditions.

For the safety of our officers and the general public, the Malta Police Force has in the past months given increased attention to firearms training, with special attention given to refresher courses given to all officers. The methodology and strategy adopted is to help shooters feel comfortable and confident when handling a firearm, whilst educating them about its mechanisms and operation. Dry practice with physical



contact has been taking place to ensure that officers are not only proficient and accurate shooters, but most importantly, are aware of their surroundings.

The training style provided aims to enhance each officer's safe weapon handling and manipulation skills. A police officer may never discharge a firearm in the course of their career; nonetheless, hundreds of handovers occur on a daily basis. The training given also focuses on one's ability to resolve firearm malfunctions.

Our firearms' training is also aimed at enhancing our officers' abilities in life-threatening circumstances. The response time of an officer in perceiving a threat, drawing the handgun, and engaging the suspect, is crucial. These challenges often occur at short distances, and therefore, part of this training focuses on simulating such scenarios.



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Towards a more Professional Forensic Department

The Malta Police Forensic Science Laboratory (MPFSL) is the only forensic laboratory in Malta that offers a wide range of forensic services under one roof. Additionally, the MPFSL is a full member of the European Network of Forensic Science Institutes (ENFSI). The Malta Police Force has recently strengthened its commitment, through the modernization and strategic planning of the Force, to continually invest in the resources of this evolving scientific support provider in order to solve complex and serious crimes.

During the year 2021, the laboratory employed a number of university-graduate forensic analysts and scene-of-crime officers. The Malta Police Force is committed to continually enhance the skills and competencies of its employees, especially in a field as dynamic as forensic science. Training and ongoing professional development are provided at all levels to enhance the ability, skills, and motivation of all members.

Three members of MPFSL have recently completed an Award in Forensic Biology, customised for the MPFSL to include international best practices while adapting them to the local context. This Award was presented by the European Forensic Institute, an accredited Higher Education Institution by the Malta Further and Higher Education Authority (MFHEA). This Award in Forensic Biology forms an integral part of the BSc (Hons) curriculum in Forensic Sciences and Criminal Investigation.

Our forensic experts are now able to obtain more accurate and precise results when analysing a crime scene and identifying, collecting, and documenting biological evidence, thanks to these various techniques. This will ensure the efficiency and integrity of the services provided by the MPFSL on behalf of the Malta Police.



European Forensic Institute (MFHEA License no. 2018-014) provides a truly distinctive collaborative environment for investigative sciences, not only between the academia and the profession, but also across the increasingly interconnected sectors from natural sciences and criminology to engineering, digital forensics, IT, and today's complex business and financial systems.



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Avviż ta' Kontravvenzjoni
Contravention Notice

AA0021P-39

For information and details visit the QR code or visit AA0021P-39
Informazioni e dettagli visitate il QR code o visitate AA0021P-39
Für Informationen und Details besuchen Sie das QR-Code oder besuchen Sie AA0021P-39

Transforming our Work through Digital Policing

One familiar, albeit unwelcoming sight is a Contravention Notice attached to one's vehicle windscreen. The old handwritten Contravention Notice has recently undergone a re-engineering process, harnessing the full potential of ICT systems.

The new Contravention Notice in itself looks different, with handwritten details now replaced, and only made available for viewing through a Quick Response (QR) Code. This cosmetic change is but the very first step of an intricate, digitally connected system.

Human errors are thus minimised through the use of a mobile application that would automatically look up the necessary details through the Malta Police Force National Policing System. In the background, additional checks are performed to identify whether the vehicle in question has been reported stolen, or whether the driver is currently a missing or wanted individual.

All the previous back-office processing has now been completely eliminated, and it is automatically performed on the spot, allowing officers to instantly submit the contravention to the central government system thereby enhancing transparency and introducing rigorous audit mechanisms.

This could only be done by leveraging the improved capabilities of newer mobile networks where, our communication service provider, GO Business has always been a reliable partner. Angelique Zammit, Business Relationship Manager

at GO Business had this to say on the initiative, "GO Business is always looking to support its customers in any digitalisation initiative they wish to undertake. Our purpose is to drive a digital Malta, where no one is left behind and I think that this initiative is perfectly aligned with who we aspire to be."

Furthermore, the system in itself is now fully integrated with the government's eServices, allowing registered users to benefit from multiple contravention payment options, instant email or SMS notifications on issuance of fines, email notifications of tribunal sittings, reminders of fines due and upcoming hearings, submission of online petitions, and paperless history of all contravention payments.

Users who are not registered for the government's eServices, or do not have the means to digitally access the contravention details by scanning the QR Code, will receive a paper-based notification of the contravention by mail at their registered address.

Contraventions may be contested before the Regional Tribunal, or by lodging a petition online on les.gov.mt, or by sending a letter to P.O. Box 5, Antoine de Paule Square, Paola, PLA 1000. The general public is also reminded that payments on the spot are not permitted.



A specialised B2B team within GO that caters to the communication and technology needs of the local business community. Our team is made up of sales and customer retention specialists, as well as solution designers and support staff. We strive to give businesses, individual attention to provide them with the solutions needed to help their business thrive. Let us help you spend less time and effort thinking about technology, and more time doing what you love doing most.





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Protecting the ‘People’s Pope’

Malta is one of the countries known for warmly welcoming Popes during all events and also in her streets. Pope Francis was no exception, particularly since we were clearly notified that the intention of his visit was indeed to meet and greet people. Good news for the public, but a huge headache for the security team.

Personal security throughout the visit was proudly planned and led by the Malta Police Special Intervention Unit together with the Vatican Security personnel. Nonetheless, such an important visit does not involve only the security team. Logistical planning of this visit had started two years prior since the visit was initially planned for May 2020, and was subsequently postponed due to the COVID-19 pandemic to April 2022, just a week after the general election.

Each location visited by the Pope offered different challenges, and thus, a number of venue commanders were tasked with planning their individual needs, including collecting site plans, carrying risk assessments, and listing security and personnel requirements, amongst others.

Security sweeps were meticulously carried out in each location by the Police K9 Unit and the Armed Forces of Malta.

Although the Malta Police Force played a major role during this 32-hour visit, with more than 1,000 police officers being directly involved in the commitment, the success of this visit would not have been possible without the assistance of several entities, particularly Transport Malta which, together with other entities, assisted with traffic management during both days.

Transport Malta’s role during the visit was an extensive one, with the involvement of more than 300 members of staff from various Directorates within the Authority. The Land Transport Directorate was entrusted with clearing streets from cars and traffic management arrangements. Meanwhile, the Enforcement Directorate closed the streets that the Pope passed through. Maritime assets were deployed when he crossed to Gozo, and security in the Harbour area was at its highest. Finally, routes were continuously monitored as all employees worked together to ensure that everything ran smoothly.



Transport Malta is the Authority for all transport in Malta. Besides its enforcement section on land and at sea, it is responsible for registering all vehicles, ranging from cruise liners, airplanes, to micro scooters. The Authority is currently running a number of schemes to encourage more owners to switch to environmentally friendly vehicles. Visit transport.gov.mt for more details



Committed towards a Safer Europe

There is a strong link between what happens outside of the EU's borders and security within Europe. In a rapidly changing world, security challenges have become more complex, multidimensional, and fluid. In order to respond to the increased irregular border crossings into the EU, hence the threat to Europe's internal security, the EU Commission is currently working on the interoperability of its ICT systems. The aim is to increase the efficiency

of checks at border crossings, thus improving the detection of multiple identities, while preventing and combating illegal migration.

One of these ICT systems is the Schengen Information System (SIS), an essential security measure for many European countries. Various enhancements to this existing system were introduced. Given that the Schengen area has no border control checkpoint between Member



States, SIS assists in augmenting security through the sharing of information between participating countries. In essence, SIS helps to achieve the three different areas of cooperation, namely, border control, law enforcement cooperation, and cooperation in vehicle registration.

Locally, the implementation of this

enhanced system, or as it is called, the SIS Recast, is being led by the Malta Police Force National Schengen Information System Unit (N.SIS) and the Supplementary Information Request at the National Entries Unit (SIRENE). This project is worth €1.2 million, whose funds were allocated to Malta as a Member State under the Internal Security Fund.



PTL Limited, in a consortium formed with GPI Group (a company based in Italy), has been entrusted to be the IT provider for the SIS Recast project. The project includes the provision of the required hardware, software licenses and software development, together with the related maintenance and support. PTL, a Malta-based information technology solutions provider, offers enterprise level IT expertise within various industries, with a focus on Government, Health and Law Enforcement solutions. PTL can be contacted at <https://www.ptl.com.mt/contact-us/>.



Fighting International Serious & Organised Crime Together

One of the most important functions of policing is the enhancement of police co-operation and its extension beyond its jurisdiction.

The European Multidisciplinary Platform Against Criminal Threats (EMPACT) is a multidisciplinary, intelligence-led, and evidence-based EU initiative. Its aim is to address the main crime threats faced by the European Union. EMPACT is driven by the member states, but involves many bodies which work collaboratively, including law enforcement agencies, EU institutions and agencies, public and private organisations, and a number of relevant non-EU countries and organisations.

The 10 crime priority areas identified to cover the 2022-2025 cycle are: Cyberattacks, High-Risk Criminal Networks, Trafficking of Human Beings, Child Sexual Exploitation, Migrant Smuggling, Drugs, Fraud, Economic & Financial Crimes, Organised Property Crimes, Environmental Crimes and Firearms Trafficking.

In addition to these priorities, the production and provision of fraudulent and false documents will be addressed as a common horizontal strategic goal since this is a key enabler for many crimes.

One Malta Police Force project which complements this cycle is Smart Policing – Enhancing the Capabilities of the Cyber Crime Unit which was financed through the Internal Security Fund Programme (ISF Police) 2014-2020. The project was divided into the following 4 objectives:

1. Procurement of multi-purpose vehicles to set up mobile laboratories and facilitate the collection and transportation of digital evidence from large-scale computer systems.
2. Replacement of laboratory equipment used for the analysis of digital evidence and the establishment of digital storage space in the Cyber Crime Unit laboratory.
3. Upgrade of technical investigations equipment.
4. Capacity building in investigating online child abuse. In line with the key deliverables outlined by EMPACT, the Cyber Crime Unit is connected to INTERPOL's Child Sexual Exploitation Database. A one-week training was also organised by INTERPOL for members of the Cyber Crime Unit. The leads generated through this database are followed up to rescue children who are subject to harmful situations, while apprehending the perpetrators responsible for these crimes.

Through this EU-funded project, the Malta Police Cyber Crime has significantly increased its efficiency thereby yielding better results in its investigations. The Unit is now better equipped to cater for its ever-increasing workload.

Through EMPACT, the Malta Police Force looks forward to enhancing both preventive and repressive measures, as well as participating in investigative activities through operational and strategic actions.



The Funds and Programmes Division within the Ministry for the Economy, European Funds and Lands (MEFL) is designated as the Responsible Authority (RA) for the AMIF & ISF Programmes, in accordance with Article 25 of Regulation (EU) No. 514/2014. Under the principle of shared management, the RA retains overall responsibility for the funds and therefore any implementation queries, concerns as well as requests for further information that a particular stakeholder or member of the general public may have.

The general functions of the responsible authority are set down in Article 27 of Regulation (EU) No. 514/2014. In addition, the responsible authority shall also perform the functions set down in article 4 of Commission Delegated Regulation (EU) No. 1042/2014.



Strengthening Police-Community Partnerships in Gozo

Firmly in line with the Malta Police Force mission statement of providing a professional and trusted policing service to ensure the safety in partnership with the community, we are very pleased to welcome the new additions to our Community Policing family on the island of Gozo.

Following the huge success of our operations in Malta, the new Community teams are starting to bring these successes to the island of

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Gozo. Consisting of two sergeants and ten police constables stationed across the island, these new members have already begun to forge meaningful and lasting relationships with their communities.

All the towns and villages have an identified officer working in the heart of these areas. These officers are readily accessible and identifiable to all their residents thereby helping to build trust and confidence, while bringing communities and partners together. This in turn ensures that identified issues are addressed in a co-ordinated manner, using all the agencies that can support and resolve matters that affect our neighbourhoods.



Partnership that entails working with residents and our support agencies is our main focus as, working closer and with a cohesive approach enables us to strive to make a difference every day. Our main objective is to engage with our community; thus, we can listen to the things that affect their quality of life, subsequently using a problem-solving approach to set about devising actions that can yield results.

Targeted visible patrols help us to achieve these aims as we structure our patrols in those areas where the

needs are identified. In so doing, we ensure that our officers are active in their communities at the right times and places. Our communities have really taken to this new way of working. Indeed, the public reassurance that this provides can never be underestimated.

Working together and in partnership is our focus. With these strong bonds, we can continue to keep Malta and Gozo safe islands to live and work in.



Keeping Your Environment in mind, GozoFast Ferry push at being the eco-friendly solution to travel between islands. With the state-of-the-art vessels equipped with the latest green technology, increasing efficiency, and keeping up to date within the new emission regulations and standards. Furthermore, GozoFast Ferry continue to encourage green travel using public transport services, without compromising Your Time.



Our People are Our Strength

An organisation is as good as its employees. A diverse workforce like the Malta Police Force needs physically and mentally healthy employees to cater for its everyday operations.

One of the main strategic objectives of The Malta Police Transformation Strategy (2020-2025) is precisely to **Improve the Quality of Life of Staff**. A number of initiatives were thus adopted to emphasise the promotion of health, safety, and wellbeing. Employee wellbeing demands a comprehensive approach, thus necessitating the input of various stakeholders.

A good shoulder for the psychological

needs of our employees is the Employment Support Programme (ESP) within the public service, providing a wide range of free and confidential support services designed to assist in managing work and life difficulties, which, if left unattended, could adversely affect their work performance and quality of life. A rigorously confidential mechanism enables more police employees to reach out for support. Together with ESP, a new outreach mechanism was introduced for those officers who were involved in traumatic incidents, hence offering all the support required. Motivated and strong employees demonstrate wellbeing, leading to better performance that is reflected in a better service to our communities.

Another important partner is the Health Promotion and Disease Prevention Directorate that offers ongoing weight management programmes. The seven-



week programme 'Piż Tajjeb Tul Ғajtek' included both nutritional advice and physical activity sessions. This programme encouraged motivation during the participants' weight loss journey, while sharing ideas, tips, and good practices. Further assistance offered by the same Directorate was sessions to help our employees to quit tobacco. In line with more physical activities, we further embarked on a journey with MCAST, offering our employees free tailormade programmes, including intermediate physical activities, weight management, and physical rehabilitation. We are currently in the process of employing a multidisciplinary team consisting of a psychologist, nurse, and two medical doctors to sustain the

current initiatives and introduce new ones.

Several other collaborations were made with both public and private entities in order to offer police employees discounted rates for gym memberships and others, including a collaborative agreement signed with Malta Public Transport which will allow all police employees to travel for free on all route buses by using their Tallinja Card.

We are committed and look forward to implementing this promising Transformation Strategy that caters for the holistic needs of the Malta Police Force, including the wellbeing of our leading ambassadors – OUR PEOPLE.



Malta Public Transport is the national bus operator providing all public transport services by bus on the Maltese islands. We form part of an international network of transport companies across four continents, with over 40,000 employees. Our philosophy is to maximize our international experience and adapt it to the local context wherever we operate.



Investing in our People

During these past years, considerable investment has been made to the training of our staff in general, but with a particular focus on human resources and business management, leadership and succession planning, recruitment and retention, learning theory (e.g., Kaizen Management), skills assessments, and more. These are all pivotal in our efforts to transform the Malta Police Force. The ultimate aim is to truly uphold our vision statement, that is, “for the community to trust us in ensuring a safe and secure society for everyone”.

People need to be trained to do their jobs, especially those who work in life-and-death situations. And that includes law enforcement officers. Therefore, the Malta Police Force emphasises the need to have leaders at all levels of its organisation. Ad-hoc training on leadership through a professional lecturer has been delivered to all the higher ranks up to sergeant level with the aim of laying the foundations for further workshops to empower our officers to deliver a better service to society. While it is important to recognise that police officers have a dangerous job, it is also important to realise that they have taken an oath to serve and protect their community.

The Malta Police Force is committed to delivering this service as professionally as possible. The community itself can help to identify areas where we can improve.

Customer care training is also a new addition to our curriculum of in-service training, which is our refresher course offered periodically to keep our officers abreast of latest trends.

In order to establish and maintain higher standards of education for all our members, even from the first day as well as throughout their service, certain protocols must be followed to ensure the added value of such training, which can vary from one unit to another. Moreover, we are seeking to include training courses on specialised topics which are accredited by the **Malta Further and Higher Education Authority** for our employees’ growth and development.



The MFHEA is an independent, transparent, and international authority. The team at the MFHEA works to ensure the highest education standards and foster a competent community of empowered individuals, with the right skills to follow their dreams and make the future happen. Our tagline is ‘Quality Education for Confident Futures.’ Visit www.mfhea.mt



Protecting Vulnerable Victims

Every relationship, whether intimate or otherwise, should be based on love and respect. Nonetheless, there are circumstances where these two factors are missing, or not always present. It is thus important to talk about the support services that exist for people who are experiencing some form of violence in their relationships.

Domestic violence occurs in both intimate relationships and other forms of relationships. It does not discriminate between the class, sexual orientation, race, age, or religious belief of the individual. Indeed, research shows that everyone can be a victim of domestic violence. However, research further demonstrates that females are at a higher risk of being victims of domestic violence perpetrated by males in intimate relationships. This is linked to patriarchal thinking, male controlling behaviours towards their partners, ideologies of male sexual entitlement, gender inequality, and norms on the acceptability of violence against women. Other social factors such as drugs and alcohol may exasperate and intensify the perpetrator's acts of violence.

In domestic violence situations, the aggressors exercise power and control over their victims, and this is done through physical, emotional, psychological, financial, sexual, and spiritual abuse. Some controlling behaviours also occur through harassment and stalking. All the above forms of abuse occur with the intent to continue to exercise more power over the victim. There is no profile to describe an aggressor.

The Malta Police Gender-Based and Domestic Violence Unit works closely with the Domestic Violence Services within **Aġenzija Appoġġ** in offering various services of support to the victims and their children, as well as to the perpetrators. This liaison facilitates the reporting process for the victim, as well as the assessment of the risk experienced by the victims and their children. Particular attention is given to how vulnerable children are handled during these sensitive circumstances whereby a Children's Interactive Area has been set up within the Police Headquarters in Floriana for children to play in a safe and comforting environment, while their parents are being interviewed over domestic cases.

Anyone who wishes to seek support or information can contact the Police Gender-Based and Domestic Violence Unit on 21224001, or the Domestic Violence Services within Aġenzija Appoġġ on 22959000. Alternatively, one can call Supportline on 179.



The Foundation for Social Welfare Services (FSWS) is a national entity which helps vulnerable people by providing a variety of services for free. The foundation offers services associated with children, families, communities, and addictions, amongst others. The foundation is committed to develop its services further according to the needs of society, while remaining at the forefront, and improving social solidarity.



Innovative Technology for Safer Policing

Not everyone who needs restraint is a suspect in a crime or has committed some act of violence. Indeed, many of the situations that police officers respond to today involve someone who is unable or unwilling to comply, but is not necessarily violent. These include persons who are emotionally disturbed, individuals experiencing a mental health crisis, or those under the influence of alcohol and/or drugs. When encountering an individual who

must be detained, officers are faced with the daunting task of de-escalating the situation and taking the subject into custody without injury to the individual involved, the officer, or bystanders. In general, the amount of resistance an officer faces from a non-compliant person would determine the amount of force the officer is allowed to use in order to achieve compliance.

There is however a unique opportunity for force avoidance in the early stages of many public safety encounters. Therefore, the Malta Police Force has turned to BolaWrap®, a remote restraint device that has proven to be a valuable and effective tool in assisting law enforcement agencies across the globe to safely detain individuals. BolaWrap® is not a weapon, and it is



not designed to cause pain to stop a threat. Instead, it is perceived as 'remote handcuffs' since this patented device discharges a Kevlar® cord to restrain or entangle non-compliant individuals from a distance.

BolaWrap's surprising sound and ability to restrict an individual's movement buy officers time, making it safer for them to approach and gain control. Situations between officers and uncooperative individuals are often chaotic. Therefore, instead of waiting for an encounter to unfold and escalate, officers can use BolaWrap® to effectuate an arrest

quickly, safely, and humanely, hence ending the situation and facilitating a positive outcome that does not result in injury or use of higher levels of force.

According to a report on 'The Efficacy and Safety of BolaWrap®', the device has been rated as 'safer than handcuffs', and is considered by law enforcement to be positioned on the low end of the Use of Force Continuum.



With current policing methods under tight public scrutiny and advocacy groups worldwide calling for reform, law enforcement officials need innovative tools and training to better serve and protect their communities. Wrap Technologies elevates the standard of modern policing methods to shape the future of public safety through advanced tech and training solutions.



A Convenient Reporting Procedure

Allowing for some non-emergency reports to be conducted remotely was one of the backup plans the Malta Police adopted in response to the difficulties brought on by the COVID-19. While most COVID-19 related protocols are now being axed en route normality, Remote Reporting, given the success of this measure is here to stay.

What can be reported?

- Lost Items
- Theft
- Fraud
- Harassment & Stalking
- Insults & Threats
- Threats & Violence
- Cases of Civil Nature
- Pretended Rights

Guide on what to include in your report:

- Name & Surname
- Address
- ID Card Number
- Contact Number
- Email Address
- Date & Time of Incident
- Summary including Type of Report

Options to file a Remote Report:

📍 pulizija.gov.mt/opres

✉ pulizija@gov.mt

☎ 2294 0000

📶 112mt



LANDSBERG FIRST CLASS AESTHETIC offer the perfect balance of the very latest generation of high-tech equipment, award-winning cosmetics and extraordinary treatment methods. With LIQUID GLOVES™ Landsberg offers a product which combines disinfection and skin care. It's perfect for daily police work in public, which often requires direct contact with people with an unclear state of health. Get your free LIQUID GLOVES™ at the LANDSBERG Store on Pjazza Tigne in Sliema.

