



Nicholas Grech <[REDACTED]@gmail.com>

Change Shift Abuse

1 message

Nicholas Grech <[REDACTED]@gmail.com>

Mon, Sep 8, 2014 at 12:46 PM

To: ceowhistleblower.emc@enemalta.com.mt

Please see attached files.

Nicholas Grech

ID [REDACTED]M

Pin 7001

2 attachments



Email2.jpg
94K

 **ChangeShiftAbuse.docx**
20K

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From: Briffa Ruben at Enemalta Sent: Fri 1/31/2014 2:29 PM

To: Engineers Sce Phase 1 - DPS at Enemalta; Engineers Sce Phase 2B - DPS at Enemalta; Engineers Sce Phase 3 - DPS at Enemalta

Cc: Damato Ismail at Enemalta

Subject: change shift

Attachments: [View As Web Page](#)

Gentleman!

It has been brought to the attention of this office that there were cases of abuse as regards the change of shift! While it is acknowledged that for a shift engineer the facility to change the shift is essential, please ensure that those shift changes do not lead to extra pay for which you are not entitled.

Thanks for your collaboration.

regards

Up to Tuesday 4th March 2014 I worked as engineer in the Operations Section at Delimara Power Station. On Saturday 1st March 2014 was off duty, yet on my own initiative was working from home without pay and out of dedication for the Corporation when I sent an internal email outside the Corporation by mistake to a friend and in so doing was accused of infringing Clause 11.3 of the Collective Agreement regarding Confidential Matters. This happened when on Tuesday 4th March 2014 at about 15:00 was called for questioning by the CEO Fredrick Azzopardi and was given a transfer outright on same day to another section Procurement Section, where in fact had to report the following day, and in so doing had my salary reduced by almost 40% due to loss of benefits associated with Shift Roster. I was not even given the 5 days time to reply as stipulates the Collective Agreement.

For me such drastic action was too much severe considering it was my first and only wrong doing I had ever made. But above all I consider it discriminatory and this because others who did by far more serious abuses involving stealing money in benefits from the Corporation were blessed with what they managed to steal in benefits and just given a warning in an email dated 31st January 2014 (just a month before my incident) and not even a verbal warning or confronted or questioned by the CEO as I was subjected to. Attached you can find the email in question (referred to as Email2) sent by Ruben Briffa and Cced/forwarded to Ismail D’Amato. The problem is not only that Briffa and D’Amato as managers did not take any action against those referred as taking “extra pay for which you are not entitled,” let alone try to recuperate the stolen money in benefits, but even more because this fraud was known only to those engineers in the operations section who participated in this abuse in the past (I myself did not know about it) and no one is that fool to go inform his superiors, so one can guess the obvious. This fraud is described as follows:

	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Night	A	A	B	B	C	C	D	D	A	A	B	B	C	C
Day	B	C	C	D	D	A	A	B	B	C	C	D	D	A
Evening	C	D	D	A	A	B	B	C	C	D	D	A	A	B

A day used to be made of 3 shifts: Night shift (from 9pm of previous day till 7am), Day shift (from 7am till 3pm) and Evening shift (from 3pm till 9pm). Consider Case 1 where Tuesday is a public/national holiday, so all those marked, namely A, B, C and D are remunerated at double time. Now consider Case 2 where Thursday is a public/national holiday, here only B, C and D are remunerated at double time and B only gets paid to a public/national holiday once. So A would maliciously arrange with B to make a change shift, A entering Night instead of B, while B enters Evening instead of A and in so doing A also gets remunerated at double time and taking the “extra pay for which you are not entitled” as referred in the email, a fraud resulting in more than €100 of benefits taken abusively and considering that for A entering the Night shift is not bothersome at all (he even gets paid Night Allowance) but more of benefit because of normally less work during a night shift (almost no maintenance work) and hence time for a nap, and also having the remainder of the day free (C goes out from work at 7am). In summary this abuse:

- involves public money, frauding and stealing money in benefits from the Corporation, taking “extra pay for which you are not entitled,” incurring extra expenses on the Corporation,
- abuse of shift roster/change of shift to take benefits abusively,
- giving bad example to subordinates,
- doing something abusively when they were in a position to prevent in their sub-managerial role as engineers, which abuse should have been reported as states the Collective Agreement (Appendix A Clause 3).

In this light I consider myself to have been discriminated by being given a transfer, while those involved repetitively in this severe fraud were given nothing at all even if it was a fraud concerning the shift roster and involved stealing money in benefits. As such I ask either

- a) my transfer to be reversed and return to work on shift at Delimara Power Station Operations Section as I used to work prior to the transfer,
- b) to be compensated in shift allowances and overtime I lost because of this transfer,
- c) to be compensated for unjustly and discriminately was given a transfer for a small infringement while others involved in the mentioned fraud were given nothing at all.

or else disciplinary actions should be taken against all those who participated in the mentioned fraud and it is those who merit a transfer for abusing the shift system to their advantage or dismissed and Court action taken against them as happened with those who installed tampered smart meters. Failure to do so will leave me with no other option but to forward this abuse to the whistleblower office within the Office of the Prime minister or make the matter public because this fraud concerned public money.

Yours truly,

Nicholas Grech
(ID No: ████████M, Pin No: 7001)

The mentioned fraud can be easily investigated:

- to know who participated in the fraud by making a change shift to take “extra pay for which you are not entitled” is very easy by simply checking the punch clock records for a particular change shift on a public/national holiday,
- but there is even an easier way by implementing a scheme similar to that offered to those who had tampered smart meters installed: those who admit voluntarily to this fraud will be given the choice to pay back all benefits received from public holidays (both got lawfully and unlawfully) otherwise be suspended/dismissed and face criminal proceedings if when checked will be found to have participated in this abuse. This will help Enemalta recuperate thousands of Euros.