



Nicholas Grech &lt;[REDACTED]@gmail.com&gt;

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**FW: Enemalta Change Shift Abuse**

3 messages

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**Madiona Christine at OPM** <christine.madiona@gov.mt>  
To: "[REDACTED]@gmail.com" <[REDACTED]@gmail.com>  
Cc: Whistleblower at MEH-Energy <whistleblower.meh-energy@gov.mt>

Tue, Oct 21, 2014 at 8:10 AM

Dear Sir

This is to acknowledge receipt of your email below and attachment, and to inform you that since the disclosure concerns Enemalta Corp which falls under the purVolio of the Ministry for Energy and Health, the correspondence is being referred to Mr Raymond S Farrugia, Whistleblower Reporting Officer in the Ministry concerned for further necessary action.

Regards

Christine Madiona  
Director Management Support

Office of the Principal Permanent Secretary

t: +356 22001486 e: [christine.madiona@gov.mt](mailto:christine.madiona@gov.mt) | [www.primeminister.gov.mt](http://www.primeminister.gov.mt)

OFFICE OF THE PRIME MINISTER

*Kindly consider your environmental responsibility before printing this e-mail*

Auberge de Castille, Valletta

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**From:** Nicholas Grech [mailto:]  
**Sent:** Thursday, 09 October 2014 19:24  
**To:** Whistleblower at OPM  
**Subject:** Enemalta Change Shift Abuse

Please see attached files.

Regards

Nicholas Grech

(ID [REDACTED]M)

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**3 attachments**



**Email1.jpg**  
156K



**image002.jpg**  
5K



**ChangeShiftAbuse2.docx**  
21K

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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

*Corrupt practices, fraud and abuses in Enemalta are rampant as is uncovered by this email were those involved were blessed with what they managed to steal in benefits and comforted by the fact no action will be taken against them because the managers who issued the email, Ruben Briffa and Ismail D'Amato, both have participated in the abuse in the past while working as engineers in the operations section and for sure don't want to compromise their new role as managers by doing an investigation. Similarly the current CEO Fredrick Azzopardi doesn't want to compromise his position by being seen as one who has appointed 2 implicated in this abuse as managers in his 1st week as CEO. The same CEO has in the past 3 or more years contacted directly a tradesman responsible of electricity meters to have a relocation of supply and avoid paying €160 charges for the work done in his premises in Rabat. I ask the Whistleblower Office to investigate these abuses or seek Police intervention.*

Nicholas Grech  
43, Glormu Cassar Street,  
Mosta MST 4117.  
Date: 7<sup>th</sup> October 2014.

Attn: Christine Madiona  
[whistleblower.opm@gov.mt](mailto:whistleblower.opm@gov.mt)

Up to Tuesday 4<sup>th</sup> March 2014 I worked as engineer in the Operations Section at Enemalta Delimara Power Station. On Saturday 1<sup>st</sup> 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 4<sup>th</sup> 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 31<sup>st</sup> 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 Email1) 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, namely that Briffa and D'Amato knew about it because they themselves have participated in this abuse while still working as engineers in the Operations Section prior to their appointment as acting managers, and now that in their new role can no longer benefit from this abuse, just played it safe as if they want to do something good for the Corporation. One can easily come to the conclusion they don't want to investigate, not because it is in the interest of Enemalta, but because it is in the interest of those involved in this fraud to take no action, to keep what they have stolen in benefits and not compromise their new role as managers. In fact this abuse was most widespread among the operations engineers at Marsa Power Station and at least one of the mentioned managers persevered in the abuse even when transferred to Delimara Power Station as Engineer in the Operations Section. 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 (A goes out from work at 7am). In summary this abuse:

- a) involved 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,
- b) abuse of shift roster/change of shift to take benefits abusively,
- c) giving bad example to subordinates,
- d) 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. Instead 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 and those who stole fuel from the petroleum section years before. The latter 2 cases together with those mentioned engineers in the Operations Section who took "extra pay for which you are not entitled" are just the tip of the iceberg: Enemalta is full of corrupt practices, abuses, and favouritisms. Another fraud by some engineers in the Operations Section to which one of the previously mentioned managers is said to have participated was to work 2 Sundays per week (enter the Night shift from Sunday to Monday and entering a Day or Evening shift on the following Sunday) instead of just 1 Sunday per week when working as Relievers (a sort of extra engineer rotating once every fortnight mainly to cover vacation leave and sick leave of other engineers). Another fraud involved customers contacting directly the tradesman responsible for electricity meters instead of making a request via Customer Care, wait in the waiting list after others, and pay necessary charges – the now CEO Fredrick Azzopardi has some 3 or more years ago contacted a certain Richard Gauci, now under arrest for his involvement with tampered smart meters to have a relocation of supply (had a new meter installed at a distance from original position) and in so doing avoided a charge of €160 for the work done in his premises at Rabat as well as avoided waiting in the queue, with the usual excuse listed down as "burnt tails" (namely the insulation on wire ends at meter corroded/damaged, in this way it would appear as a fault from Enemalta side). Because of all this involvement it is useless to use Enemalta's whistleblower whose email address is none other than [ceowhistleblower.emc@enemalta.com.mt](mailto:ceowhistleblower.emc@enemalta.com.mt). In fact I already sent them part of this document last 8<sup>th</sup> September to no avail. I also ask the whistleblower office to give me protection of anonymity for uncovering these frauds.

Abuses which are in the public interest to be 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.

Yours truly,

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Nicholas Grech (ID No: [REDACTED] M, Mob: [REDACTED])

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**Farrugia Raymond S at MEH-Energy** <raymond.s.farrugia@gov.mt>  
2, 2014 at 7:08 AM To: "[REDACTED]@gmail.com" <[REDACTED]@gmail.com>

Tue, Dec

Għażiż Sur Grech,

Dan biex ngħarfek li l-allegazzjoni tiegħek giet investigata minn naha ta l-Enemalta u ma nstabgħet l-ebda rregolarita'.

Tislijiet,

Raymond Farrugia



t: +356 22292588 e: [raymond.s.farrugia@gov.mt](mailto:raymond.s.farrugia@gov.mt) | [www.energy.gov.mt](http://www.energy.gov.mt)  
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AUBERGE DE CASTILLE, VALLETTA,

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**image004.jpg**  
5K

8/3/2020

Gmail - FW: Enemalta Change Shift Abuse

**Nicholas Grech** <[REDACTED]@gmail.com>

Sun, Dec 21, 2014 at 1:43 PM

To: Farrugia Raymond S at MEH-Energy <raymond.s.farrugia@gov.mt>

And do you think any investigation by Enemalta can have any credibility when I implied the top management and the CEO in the abuses. They did not even call me as witness to testify!

In your position you should forward it to the Police for proper investigation. In your absence I will forward it myself in the future but will reflect badly on your office.

Regards,

Nicholas Grech (ID no: [REDACTED]M, Mob: [REDACTED])

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