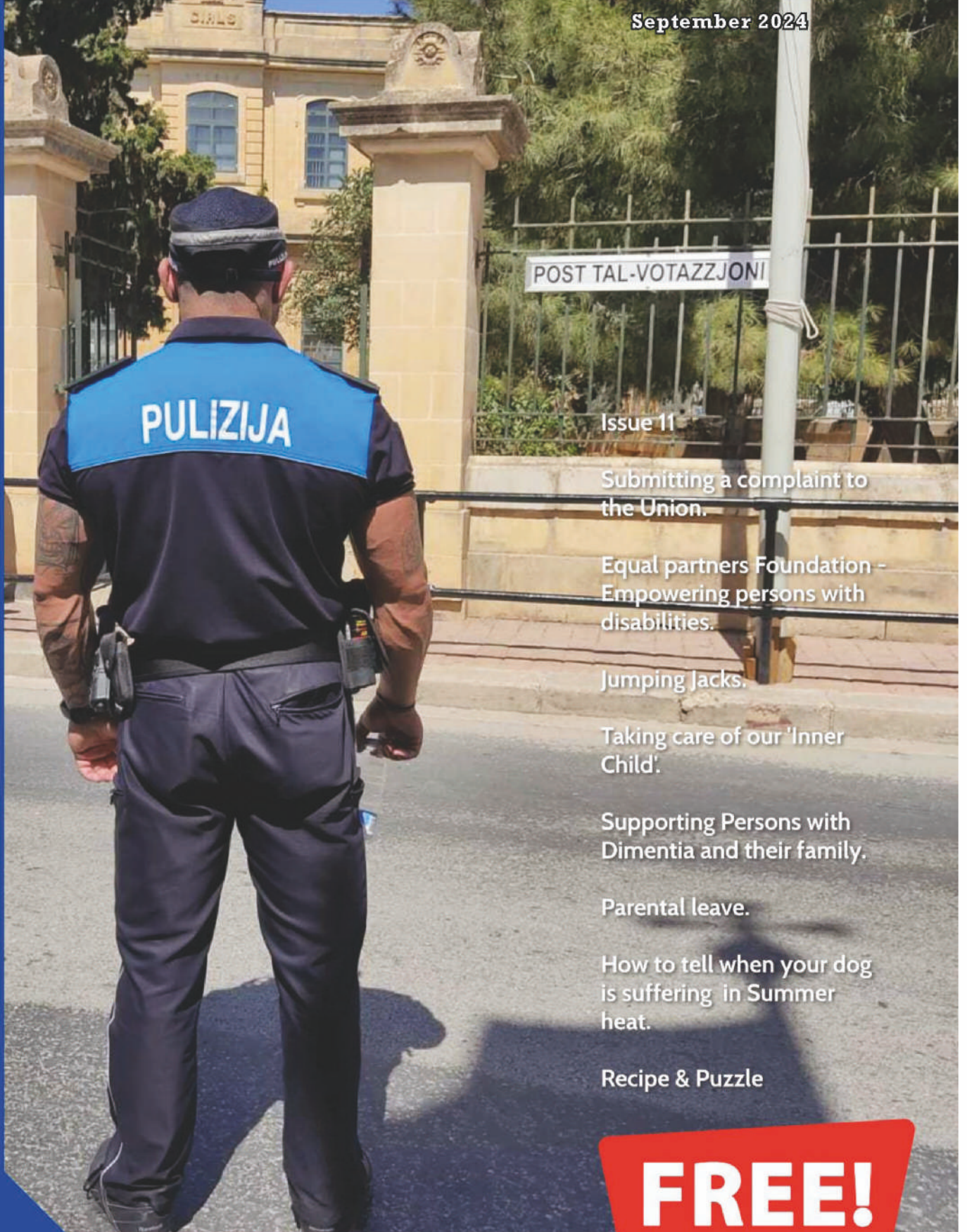


# INFORM

THE OFFICIAL VOICE OF THE MALTA POLICE UNION



September 2024



Issue 11

Submitting a complaint to the Union.

Equal partners Foundation - Empowering persons with disabilities.

Jumping Jacks.

Taking care of our 'Inner Child'.

Supporting Persons with Dementia and their family.

Parental leave.

How to tell when your dog is suffering in Summer heat.

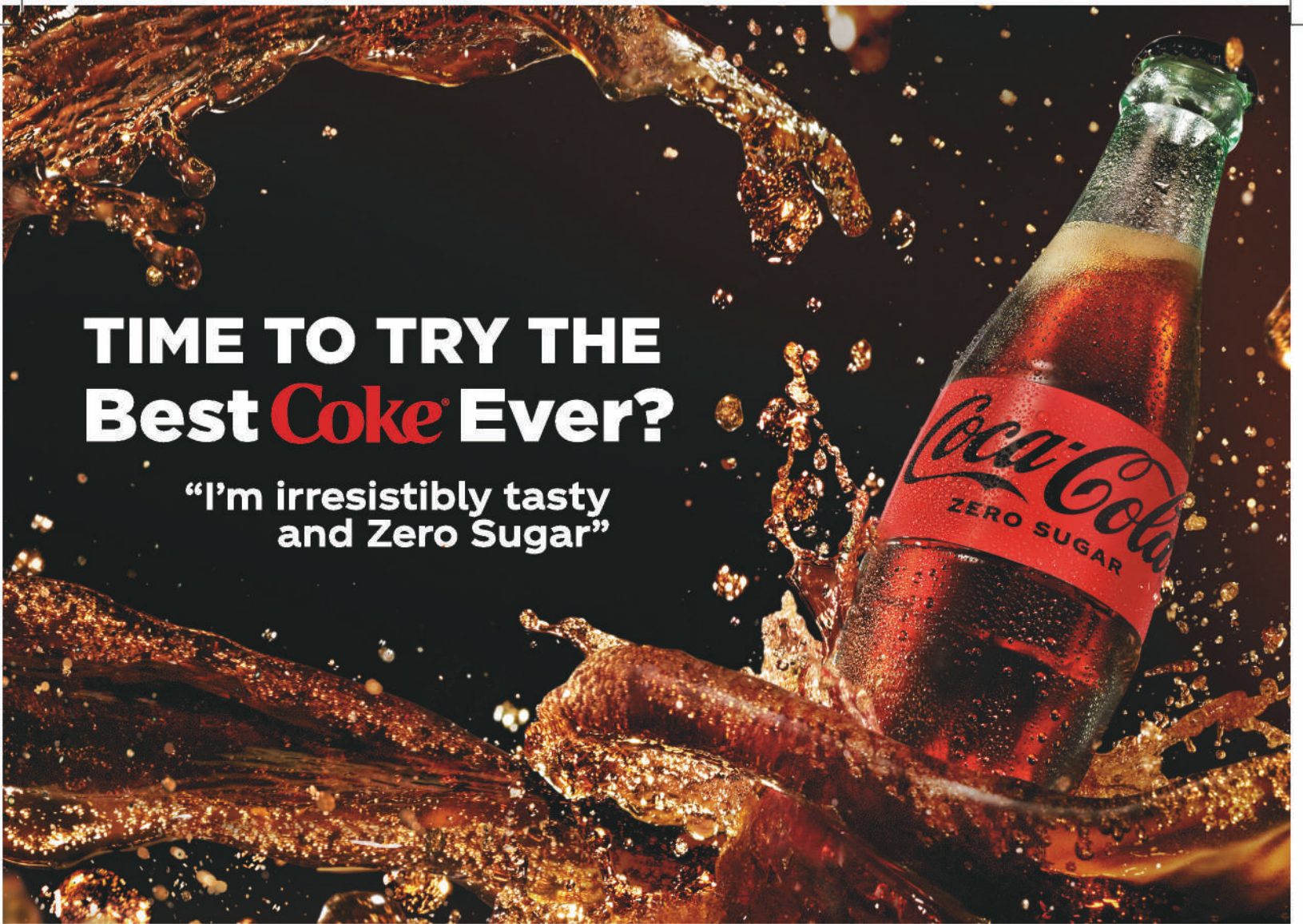
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## Editorial

Neville Mercieca

Vacations play an essential role in the lives of working people. It ensures that employees can replenish their empty energy tanks. During the time off, the body and mind recover from the stresses and strains of working life. Employee satisfaction increases and zest for life returns. It is not without reason that employees who return to work fresh from holiday are characterised by a pronounced level of commitment and increased productivity.

In fact, however, it has been shown time and again that many deal with the topic of "holiday planning" in a poorly manner. Although the Administration tried to solve the issues related to this subject via an ad hoc Policy, it remains an issue in several districts and sections. The headache of who will be granted which days and when, remains a mammoth task for SME, especially during the summer period where every member wants to enjoy time with his family, practicing his/her hobby or festa.

From time to time, the Union send suggestions to the Administration on how the situation can be improved to have a fairer and more effective system. Those who wish to send their contribution may do so on [info@mpu.mt](mailto:info@mpu.mt) or WhatsApp 79426670.



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## Equal Partners Foundation – Empowering Persons with Disabilities

The Equal Partners Foundation (EPF) is a non-governmental organization committed to fostering inclusive education and social inclusion for individuals with disabilities and learning difficulties. The foundation's mission is to provide personalized support and advocate for the rights and full inclusion of these individuals within Maltese society.

We believe that every person is unique, and this uniqueness needs to be supported throughout our programmes. EPF offers individualized support programs tailored to meet the unique needs and strengths of each child, teenager and young adult. These programs aim to enhance their independence, develop essential skills, and improve their overall quality of life.

Recognizing the importance of inclusive education, EPF collaborates closely with schools and educational institutions to implement inclusive practices. This involves training educators, developing inclusive curricula, and providing in-school support to ensure that students with disabilities receive an appropriate and equitable education alongside their peers.

Understanding the pivotal role of families, EPF provides comprehensive support services to families of individuals with disabilities. These services include counselling, training, and resources designed to empower families to effectively advocate for and support their loved ones. Additionally, EPF engages in robust advocacy efforts to influence policy and raise public awareness about the rights and needs of individuals with disabilities. The advocacy work aims to collaborate with other stakeholders to challenge and change societal attitudes, promoting a more inclusive and accepting environment.

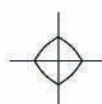
Community engagement is another cornerstone of EPF's work. As part of our Autonomy Groups for older children and young adults, we try to engage continuously with the community. The foundation organizes a variety of community-based activities that encourage social interaction and participation for individuals with disabilities. These activities are designed to integrate individuals into the broader community, fostering a sense of purpose and belonging, and inclusion.

Thus, our services, whether the individualised one-to-one programmes, or the social groups for autonomy, aim to support our service-users gain the necessary skills to improve their quality of life, whilst also providing ongoing support to their families and carers.

To ensure that our practices are effective and evidence-based, EPF is also involved in research and development, and in the training of professionals. We conduct research to inform our programs and contribute to the broader knowledge base on disability and inclusion. This commitment to continuous improvement allows EPF to adapt and enhance services to better meet the needs of the individuals and families we serve.

Through these comprehensive efforts, the Equal Partners Foundation aims to create a society where individuals with disabilities and their families are valued as equal partners and can lead fulfilling, inclusive lives. We see our work as vital in promoting equality, enhancing the quality of life for individuals with disabilities, and fostering a more inclusive community.

If you are interested in our services, you can visit our website at [www.equalpartners.org.mt](http://www.equalpartners.org.mt), contact us on 2125400 or 99069538, or email us on [info@equalpartners.org.mt](mailto:info@equalpartners.org.mt).

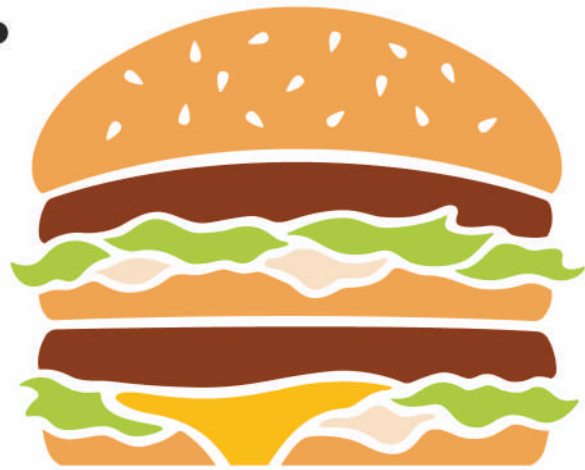






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## Taking Care of our Inner Child

Sharon Tanti

Growing up, we all had adverse events happening to us. As a child, did you ever have a best friend who suddenly ditched you for a new best friend? Did your parents hit you and then say that it was out of love and for your own good? Did you struggle academically and then hear people around you say you were incompetent, dumb or unteachable? Did your parents hug you, kiss you, and praise your accomplishments? Or did you grow up in a household of strict rules and questionable punishments? For many of us, it is quite a trip down memory lane, is it not?

Fast forward 20, 30+ years and look at the adult you have become. How do you deal with rejection in romantic relationships? What is your opinion on physical aggression? How does your body react to it? How is the experience of reading or speaking in public for you? How comfortable are you with physical affection? Probably, as a child, you accepted your circumstances as your normal. You found ways to adapt to your environment, to survive for long enough to grow up and move out to start your own family. But while you can remove yourself away from your past, the shadows of your past follow you everywhere, in everything you do. Is it not strange that while you know, logically, that break ups are a normal part of the relationship dance, you still hurt and sulk like a child when rejected by someone you fancy?

And even though you are happy go lucky and crack jokes constantly with your shift mates, you can also feel invisible in a room full of colleagues or feel sick at the idea of getting on a stage to address a crowd of people. It is almost like you become that little child again, with all the insecurities that have not been healed by the reassurances you needed back when you were a child, still developing. Even if you have become an accomplished professional, a family provider or simply an independent adult, every now and then you experience a relapse and a sensation that is reminiscent of childlike fear, shame, or helplessness.

### 8 things your inner child needs to hear.

- 1) *I love you*
- 2) *I hear you*
- 3) *I'm sorry*
- 4) *You didn't deserve this*
- 5) *You did your best*
- 6) *I will now support & protect you*
- 7) *It's ok to feel sad, scared & anxious*
- 8) *I am happy you are here.*

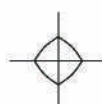


Scan QR code to contact

The inner child is that part of you that was never nurtured, loved or seen and attended to in your formative years. This led to that aspect of you to remain stuck in a loop, trying to heal a bleeding wound, while the rest of your personality, character, body and psyche developed. How do we put our inner child to rest, so that we become able to navigate through all aspects of our life from the adult position? In therapy we find that when the unmet needs of the inner child are attended to, the trauma attached to that need is resolved and it no longer dictates one's behaviour in certain situations. I may be biased but I am a firm believer in the power of a therapeutic relationship between therapist and client. The more the therapist knows about the client, the more the patterns learnt and accepted in childhood become clear. And the more clarity there is, the more visible the healing pathway will be.

Whatever your inner child's wound is, tell yourself and believe that you are loved and seen, that you are doing the best you know how to. Remember that no matter what your younger self lacked, you made it to the here and now, and you are deserving of respect and support.

If you are having trouble in aspects of your life and would like to explore it through therapy, scan the QR code in this article and I would be happy to guide you.





## Submitting a formal complaint to the Union.

Marlon Hili, MPU Chairperson

As the executive board, we insist on receiving written complaints for several vital reasons. Firstly, written complaints provide a clear, detailed, and permanent record of the issues being raised. This documentation is essential for us to accurately understand and address your concerns. Without a written account, important details may be overlooked or forgotten, which could hinder our ability to assist you effectively.

Furthermore, having a formal written complaint is crucial in establishing evidence of the issues at hand. Should the matter escalate to negotiations, arbitration, or legal proceedings, a documented trail of complaints can substantiate your claims and demonstrate a consistent effort to resolve the problem. This evidence can significantly impact the outcome in your favor.

Writing down your complaint also encourages clarity and thoroughness. It prompts you to think critically about the specific incidents and details that are causing concern, which helps us to understand the situation fully and devise an appropriate response. This level of detail is often difficult to achieve in verbal communications alone.

Moreover, a written complaint signals your seriousness and commitment to resolving the issue. It shows that you are taking formal steps to seek redress, which can prompt more immediate and considered responses from both the union and the employer.

Written complaints facilitate better communication and follow-up. They provide a reference point for all parties involved, ensuring discussions remain focused and consistent over time. This helps to prevent misunderstandings and ensures that any progress or agreements are based on a shared understanding of the documented facts, leading to more effective and efficient resolution of workplace issues.

Complaints may be submitted directly via [www.mpu.mt](http://www.mpu.mt) or [info@mpu.mt](mailto:info@mpu.mt)

Should you encounter any difficulty in submitting your issue, please contact our office or a member of the Executive Board or Union Steward who will assist you.

# Malta Police Union

## Legal assistance to members



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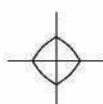


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## Parental leave

Both male and female workers have the individual right to be granted paid parental leave upon birth, adoption, child fostering in the case of foster parents, or legal custody of a child, to enable them to take care of that child.

Parental leave entitlement is of four (4) months per parent until the child reaches the age of eight (8) years. If an employee is benefitting from parental leave prior to the 2<sup>nd</sup> of August 2022, this means that the birth occurred before the 2<sup>nd</sup> of August 2022, and thus the 4 months unpaid will apply. New parental leaves entitlements came in effect for births/adoptions occurring from the 2<sup>nd</sup> of August 2022.

Parental leave shall be paid per parent for a period of two (2) months (8 weeks), at the same rate established for the sickness benefit entitlement under the Social Security Act and shall be availed of in established periods of at least two (2) weeks each.

The 8 weeks of parental leave that will be paid as explained above, shall be taken in accordance with the age of the child or children for whose care parental leave was granted, as follows:

- (a) Where the child or children has or have not attained four (4) years of age = fifty per centum (50%) of entitlement (4 weeks) will be paid.
- (b) Where the child or children has or have attained the age of four (4) years but has or have not yet attained the age of six (6) years = twenty-five per centum (25%) of entitlement (2 weeks) will be paid.
- (c) Where the child or children has or have attained the age of six (6) years but has or have not yet attained eight (8) years of age = twenty-five per centum (25%) of entitlement (2 weeks) will be paid.

In the case of parental leave granted to foster parents, the rate of payment shall be the same as explained above, on condition that payment will be given per parent not for each child fostered.

An employee must have at least 12 months continuous service with his/her employer to be eligible to apply for Parental Leave, unless a shorter period is agreed to. Every employer shall be bound to keep parental leave records for every worker.

An employee may request such records in writing. This request may be made even after termination of employment. The employer should provide a written statement of such leave within two (2) weeks of the request.

## Urgent family leave

The employer is bound by law to grant every employee a minimum total of fifteen hours with pay per year as time off for urgent family reasons. These hours are to be deducted from the annual leave entitlement of the employee. Such urgent leave must be related to cases of sickness or accident to members of the immediate family of the employee.





## Constructive dismissal takes place when employee is forced to resign against his/her will.

*When someone resigns not because he wants to but because of the situation he or she is found at the place of work, is termed 'constructive dismissal'.*

When someone resigns not because he wants to but because of the situation he or she is found at the place of work, is termed constructive dismissal. This was held in a decision delivered by the Industrial Tribunal chaired by Mr Joseph Gerada on 7 May 2021 Doreen Saliba -v- Foster Clark Products Limited.

Doreen Saliba filed an application in January 2019, where she claimed that there was a constructive dismissal, since she felt she had to resign after her employer changed the nature of her work. She was ordered to work as a cleaner, but she had been promoted to Housekeeping Leading Hand. The Company rebutted this by saying that there was no constructive dismissal since as she had voluntarily resigned and worked until the end of the notice period.

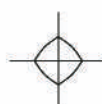
The Tribunal analysed the evidence brought before it. Saliba testified that she was employed as a part time cleaner in May 2014, but soon she received rapid promotions until she reached the post of Housekeeping Leading Hand. However, in August 2018, Saliba received instructions that she should help the cleaners and was to start again wearing the cleaners' uniform. Saliba informed her superiors that this was unacceptable and resigned. In the meantime, she approached the General Workers Union and was offered a compensation of €12,000 by the company. This was rejected.

The Tribunal quoted from a Court of Appeal judgement Roderick Azzopardi -v- Malta Public Transport Services (Operations) Limited and described constructive dismissal where an employee is forced to resign against his/her will. Consequently, the Tribunal had to examine the reasons for the resignation and weigh the reasons for the resignations to see whether any of the employment contract had been breached. The Tribunal also had to see whether there was a complaint procedure at her place of work, and time between the complaint made and the resignation.

In Sarah DeMarco -v- Malta University Residence Limited, the Tribunal had quoted from the author Judge Arnold who held, "... in order to justify a conclusion of constructive dismissal one has to consider whether the conduct complained of constitutes either a fundamental breach of the contract or a breach a fundamental term of the contract." In another Court of Appeal judgement, the court used what it termed as the "contract test" where it would examine the employer's behaviour and see whether the employer intended to observe the conditions of the employment contract.

In this case, a manager of the employer testified that the company was noticing that Saliba and the Housekeeper spending too much time together and there was no need to work together. Therefore, Saliba was instructed to put on the cleaners' uniform as a cleaner.

Saliba felt humiliated, irrespective of the fact that the company wrote to her that she would maintain her status as Lead Cleaner. However, the Tribunal pointed out that in reality this was a demotion, and the position of Lead Cleaner did not continue to have the same sense as it had before. This decision suggested that the employer had a lack of understanding of the employee's wellbeing and that money was not everything. When management gives an employee authority and responsibility and then removes it, then it is conveying a negative message. This would embarrass the employee, and this is what took place in Saliba's case.

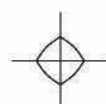
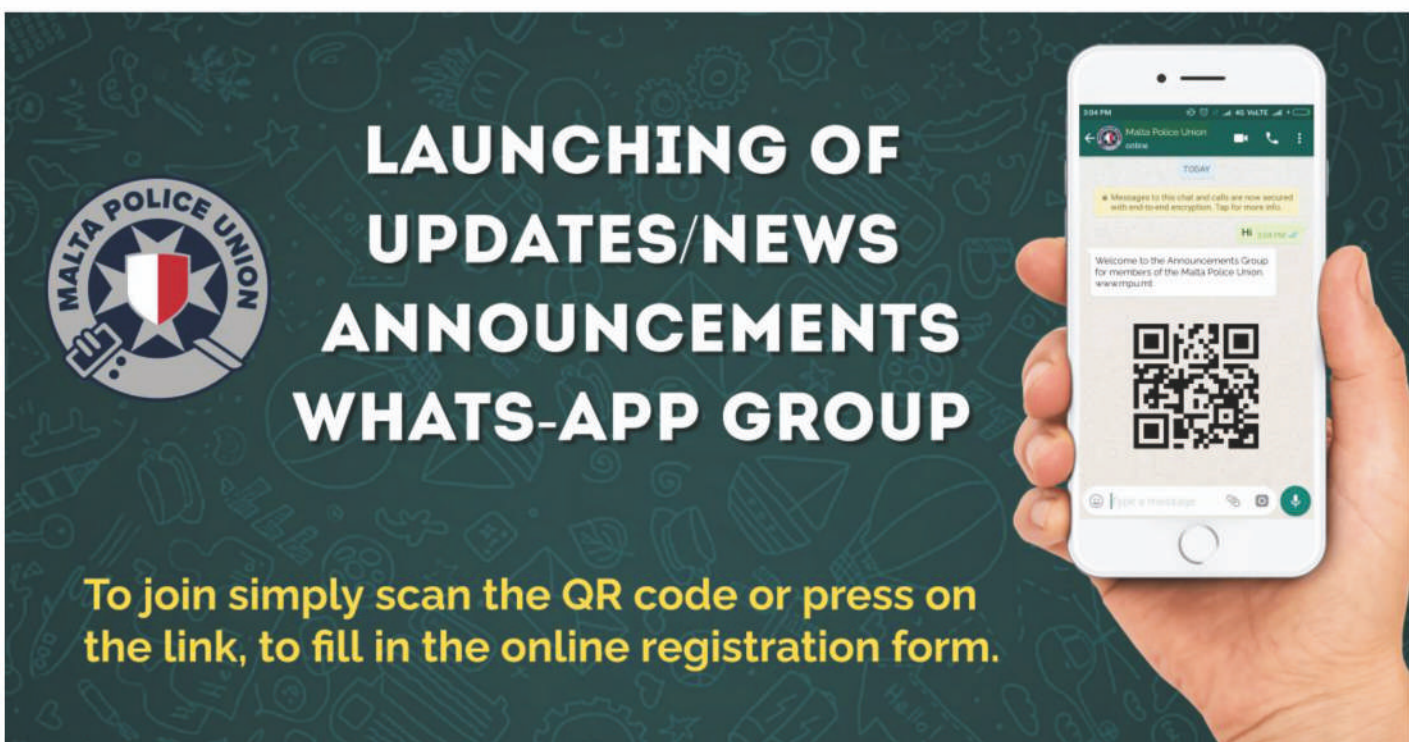




When the order given by management was not accepted, then the company did not want that the contract of employment to continue. In this case, Saliba hoped that the injustice be rectified, but it was not and was only interested in a financial settlement.

The Tribunal ruled that the company had breached Saliba's fundamental conditions of work. Saliba was not allowed to give her opinion on the instructions given and it was a "take it or leave it" situation. The Tribunal noticed that Saliba resigned immediately, although she was advised by management to follow the instructions and then one could see later.

As to compensation the Tribunal ordered the company to pay Saliba €31,600 within 6 weeks.







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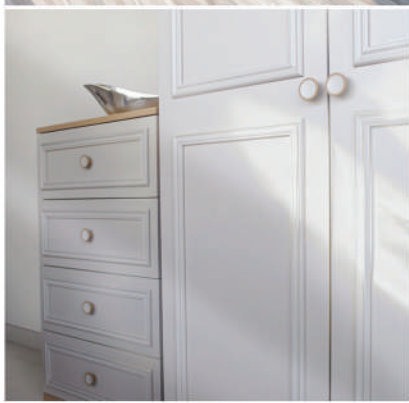
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## How Hot Is Too Hot?

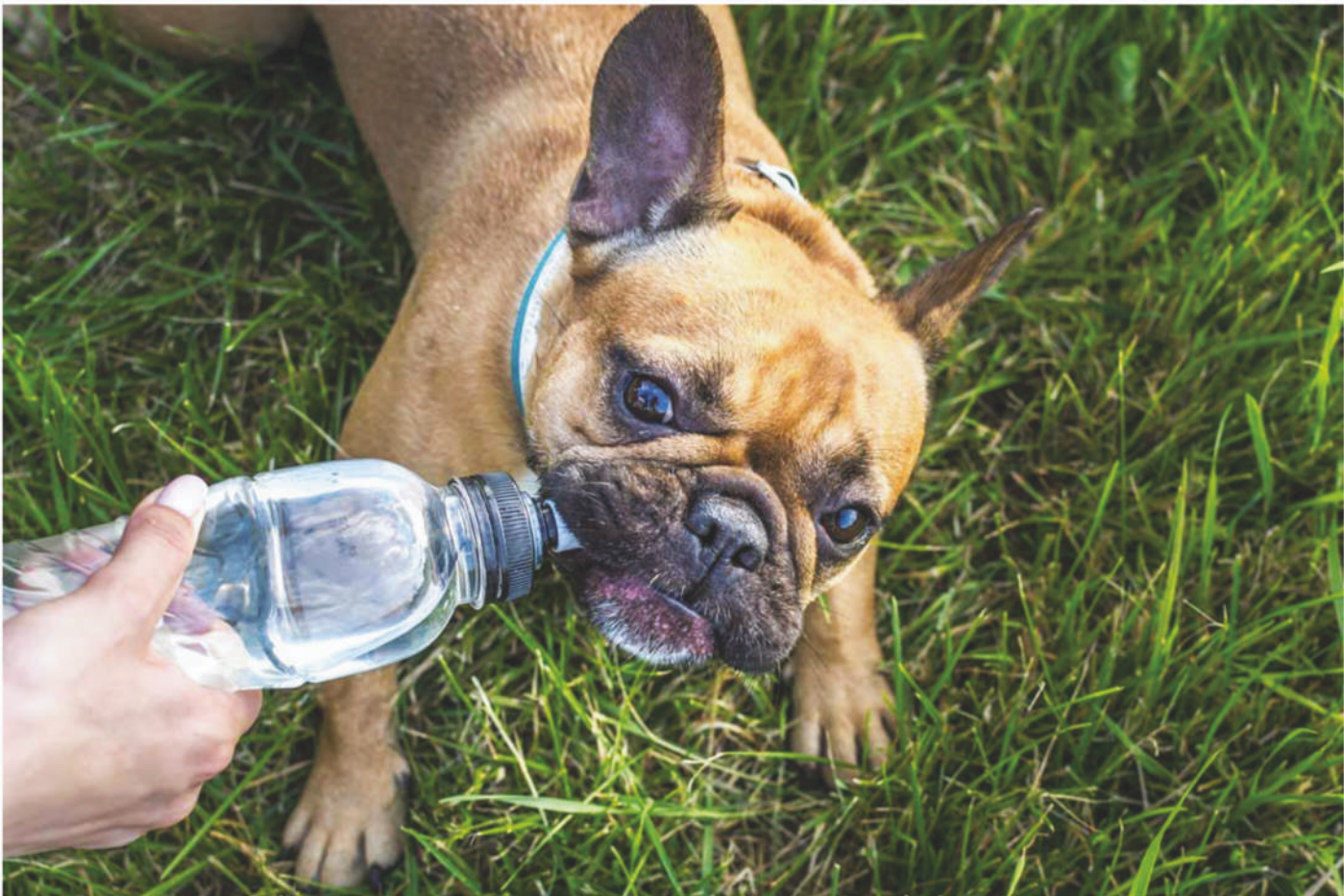
### How to Tell If Your Dog Is Suffering during the Summer Heat

Hot weather can be dangerous to our canine friends. Humans can sweat all over our body, but dogs can only sweat on their paw pads, which is not much use when it comes to shedding body heat.

So how hot is too hot to take your dog out? It depends on the dog and their individual risk factors (more on that in a minute). For me, 33°C is where I start to consider whether to take my dogs outside and try to think of cooler places we could visit.

If they were older or heavier, I might not take them out at all on days over 30°C. Dogs can struggle on very humid days, so I factor that in, too.

Here's what you need to know about how to care for your dog on a hot day.



#### What Are the Risk Factors?

A dog's main cooling mechanism is panting, which draws air through the nasal cavity and the mouth and over the capillaries found there. This allows for evaporative cooling, just as sweat on our skin does, but it happens *inside* rather than outside. It's also a much smaller surface area than our skin, so dogs are generally not as good at shedding body heat as humans.

If the dog is overweight, they may have more trouble keeping cool than if they are lean. A dog with underlying health issues such as heart problems may also be at greater risk. Very young or old dogs may have more trouble with temperature regulation.





Dogs that have had a chance to get used to warmer temperatures over a month or so are less susceptible to heat distress. Because some cooling occurs in the nasal cavities, dogs with short faces have fewer of these cooling structures and are more susceptible to heat distress. Dogs with long noses have more surface area for cooling in their nasal cavities and are theoretically more resistant to heat distress as a result. But much depends on the individual dog and its history.

### **Your Dog's Coat Plays a Role but Should We Shave Them?**

Larger or heavier-bodied dogs generally shed heat more slowly than smaller dogs, as is the case across the animal kingdom. For example, smaller penguin species tend to visit warmer climates, while larger penguin species stay in colder climates. Dogs from cooler climates tend to have heavy, insulating coats while those from warmer places tend to have thin hair, which helps shed heat quickly.

### **So, would your dog be cooler if you shaved them for summer?**

It's true insulation works both ways; cold or hot air outside the body cannot easily penetrate a thick coat and affect core temperature. But a dog is always producing body heat, especially when they are active or excited, and this internal heat may escape slowly through a thick coat.

For many thick-coated, otherwise healthy dogs, it helps to keep their coat free of tangles and dead undercoat during warmer months. This reduces the insulating properties of the coat. Clipping the coat shorter can allow them to stay cool more easily. You could also consider clipping the belly and groin very short. This won't help much when the dog is active but could help when the dog lies on a cool surface. However, be mindful not to go too short on upper parts of the coat, or the skin can be exposed to sunburn.

### **We should always "ask the dog" how they are doing.**

A. Signs a dog is too hot include:

- panting a lot during the warmer months, even when not exercising
- seeming lethargic and reluctant to exercise
- regularly seeking to cool themselves by getting wet or lying on cool tile or wood floors with as much skin contact as possible.

B. Always consider the following rules of thumb:

- if it's too hot for you, it's probably too hot for your dog
- make sure water is available for drinking or immersing the body in when exercising on hot days
- know your dog's panting. Dogs usually have a pant cycle where they pant for a short period and then stop for a few breaths or more and then start again. If they start panting constantly, they may be struggling to cool themselves
- if they can't hold a ball or toy anymore, froth at the mouth because they can't easily swallow, or have trouble drinking due to panting at the same time, get your dog to some shade and let them rest. Monitor for signs of heat stress
- signs of extreme heat distress include vomiting, diarrhoea, lethargy, being unsteady on their feet, or limping. Take your dog to the vet immediately if you see these signs. Heat injury can be lethal!
- pick shady, cool places to let your dog have a run if it's warm. Go early or late in the day when the temperature has come down a bit. Early mornings are typically cooler than the late afternoon
- the lack of airflow in cars can turn them into deadly ovens within a few minutes, even if the windows are down. So never leave your dog alone in a car, even for a few minutes.





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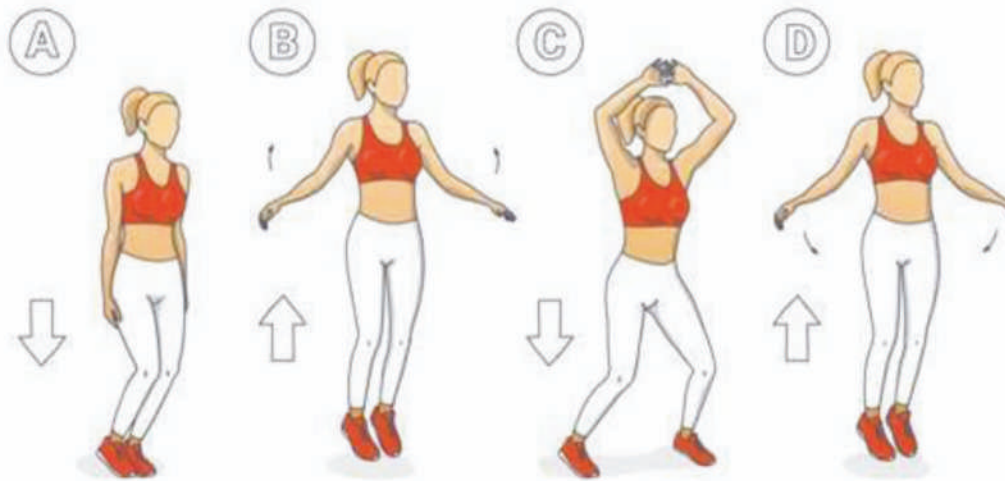
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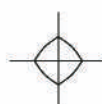
## Jumping Jacks: The Underrated Exercise for Every Officer's Routine



Although jumping jacks are sometimes thought of as a primary school physical education exercise, they are an explosive, and agile movement that offers several benefits. Jumping jacks are a great way to maintain your strength, agility, and readiness for the demands of the law enforcement job. This article will discuss the advantages of jumping jacks, proper form, and how they can be integrated into an officer's exercise routine.

### The benefits of jumping jacks:

1. **Cardiovascular Health:** Jumping jacks elevates the heart rate, thus making it an excellent exercise in a cardiovascular workout. Cardiovascular endurance is an important physical component for law enforcement officials, who frequently encounter rigorous physical circumstances.
2. **Full-Body Workout:** This exercise works multiple muscle groups, including the arms, shoulders, core, and legs. This makes the jumping jacks an all-encompassing exercise that enhances muscular strength and endurance.
3. **Calorie Burning:** Jumping jacks are a high-intensity, dynamic exercise that burns a considerable number of calories, thus helping officers maintain a healthy weight and peak fitness condition.
4. **Enhanced Agility and Coordination:** Jumping jacks' rhythmic motion helps improve agility, balance, and coordination. These qualities help policemen in physical confrontations where they need to perform quick and coordinated movements.
5. **Stress Reduction:** Engaging in physical exercise causes the body's endorphins—which naturally elevate mood and reduces stress—to be released. This can aid in lowering tension and enhancing mental clarity, which can help with making better decisions under duress.





## How to Perform Jump Jacks

It's important to execute jumping jacks correctly to maximise the benefits and avoid injury. Here's a step-by-step guide:

1. *Starting Position:* Stand upright, with your arms by your sides and your legs together.
2. *Jump and open:* Jump while raising your arms above your head and opening your legs shoulder-width apart. Your body should form an 'X' shape.
3. *Return to starting position:* Jump again, bringing your legs back together and lowering your arms to your sides.
4. *Repeat:* Repeat this motion rhythmically. Aim for a steady pace that raises your heart rate without causing discomfort.
5. *Breathing:* When you jump out, inhale through your nose, and when you come back to the starting position, exhale through your mouth. Keep your breathing rhythm consistent.

## Including Jumping Jacks in Your Exercise Routine

There are several methods to incorporate jumping jacks into your routine:

- ✓ *Warm-Up:* Before engaging in more strenuous exercise, raise your heart rate and warm up your muscles by performing two to three sets of 30 seconds of jumping jacks.
- ✓ *Cardio Circuit:* Combine jumping jacks with burpees, mountain climbers, and running as part of a cardio circuit. After completing each exercise for 30 to 60 seconds, take a brief break, and then repeat the circuit three to four times.

Jumping jacks are a simple exercise that can be included in any fitness regimen without the use of equipment. This helps officers stay in peak physical shape to fulfill the demands of their important role. Put on your trainers, look for a small area, and try them out!

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# Check Off System Registration Form



Members who wish to use the Check Off System and settle their MPU membership fee by installments (13) are asked to register.  
Sworn Officers: EUR2.30c per pay.  
Civilians: EUR1.53c per pay



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

As from the 1st May 2024, a EUR10 administration fee is being charged to those who opt not to be registered in the Check-Off system.



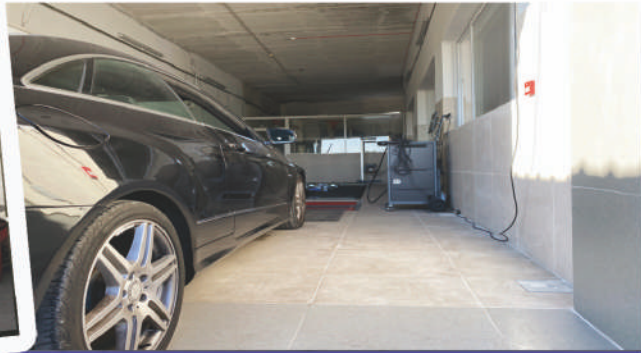
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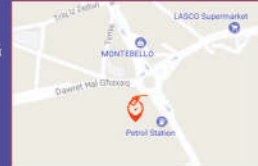
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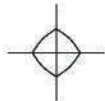







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## Supporting persons living with dementia and their family members

Dr Anthony Scerri PhD - Vice- Chair Malta Dementia Society

Dementia is a progressive neurodegenerative disorder that impairs cognitive functions such as memory, reasoning, and communication. Alzheimer's disease, the most common form of dementia, leads to gradual memory loss, confusion, and behavioral changes. Individuals with dementia often experience a decline in their ability to perform daily activities, such as dressing, cooking, and personal hygiene.

Globally there are over 55 million people worldwide living with dementia in 2020. This number will almost double every 20 years, reaching 78 million in 2030 and 139 million in 2050. It is estimated that there are currently around 8000 persons living with dementia in Malta, but the numbers are expected to double by the 2050 in view of the increase in the number of older persons.

Dementia has several modifiable risk factors. These factors include physical inactivity, smoking, excessive alcohol consumption, air pollution, head injuries, and infrequent social contact. Educational attainment plays a role, with lower levels of education being associated with higher risks. Additionally, obesity, hypertension, diabetes, depression, and hearing impairments are significant risk factors. Addressing these factors through lifestyle changes and medical interventions can potentially reduce the risk of developing dementia.

Behavioral changes are common and can include agitation, aggression, wandering, and repetitive actions. These behaviors are often a result of the individual's confusion, fear, or discomfort. For instance, wandering can occur because the person is searching for something familiar or attempting to return to a perceived safe place. Understanding that these behaviors are not intentional but as an expression of an unmet need, is essential for caregivers, family members and the public.

### Impact on Family Members

The impact of dementia extends significantly to family members who often assume the role of primary caregivers. This responsibility can be overwhelming, both emotionally and physically. Caregivers frequently experience high levels of stress, anxiety, and depression. The continuous care required by a person with dementia can lead to caregiver burnout, characterized by exhaustion, reduced ability to function, and a feeling of helplessness.

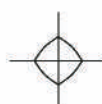
Family dynamics can be strained as the disease progresses. The role reversal, where children become caregivers to their parents, can be difficult to navigate. Siblings may disagree on care strategies, leading to familial conflicts. The emotional toll of watching a loved one deteriorate can cause significant grief and a sense of loss, even before the person has passed away. This anticipatory grief can be as challenging as the grief experienced after death.

Caregivers must balance their caregiving responsibilities with other obligations, such as work and parenting. This balancing act can lead to a decrease in personal time and self-care, further contributing to stress and burnout. Financial strain is another significant issue, as dementia care can be expensive, involving medical treatments, home modifications, and possibly long-term care facilities.

### Recommendations for Support

Supporting both individuals with dementia and their caregivers requires a multi-faceted approach. For individuals with dementia, creating a safe and supportive environment is crucial. This includes ensuring the living space is free from hazards, using labels and reminders to aid memory, and providing consistent routines to reduce confusion and anxiety. Non-pharmacological interventions, such as music therapy, pet therapy, and sensory stimulation, can help manage behavioral symptoms and improve quality of life.

For caregivers, access to resources and support systems is essential. There are several services in Malta to support persons with dementia and their family members. For further information contact the **Dementia Helpline 1771**. Alternatively, you can get into contact with the **Malta Dementia Society** by following the website <https://maltadementiasociety.org.mt>.





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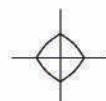


# Wild Animals

E	O	P	O	C	A	N	B	R	P
L	E	A	N	H	P	Z	E	A	A
G	D	R	O	I	M	E	S	D	N
A	E	L	I	O	X	E	N	W	O
M	O	N	W	F	E	K	A	F	L
Y	E	K	A	I	Z	A	N	O	O
H	A	R	L	L	D	R	G	A	R
S	O	U	S	D	G	E	R	N	D
L	W	E	H	E	E	H	E	I	E
S	U	O	T	T	E	O	G	G	E
X	M	A	T	H	R	B	A	D	R
T	H	I	O	P	L	E	T	E	E
N	A	P	P	O	S	R	M	K	L
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- Monkey
- Panda
- Shark
- Zebra
- Gorilla
- Walrus
- Leopard
- Wolf
- Antelope
- eagle
- Koala
- Alligator
- Owl
- Tiger
- Bear
- whale
- Coyote
- Chimpanzee
- Raccoon
- Lion
- Elephant
- Squirrel
- Snake
- Kangaroo
- Hippopotamus
- Elk
- Fox
- Bat
- Deer
- Rat
- Badger
- Lizard
- Hedgehog
- Otter
- Reindeer

Words can go left, right, up, down, bend at angles, but not diagonally.  
 Letters can sometimes overlap & thus used more than once.







## Ingredients

- 1/2 cup (45g) protein powder
- 1 cup (90g) rolled oats
- 1 tsp. ground cinnamon
- 2 tbsp. coconut oil, melted
- 1/2 cup (100g) almond butter
- 1/4 cup (60g) honey
- 1/2 tsp. vanilla extract
- sea salt flakes to garnish

## Prep Time

- Makes: 16
- Prep: 15 mins
- Cook: 30 mins

## Nutrition per Serving

- 98 Kcal
- 6g Fats
- 8g Carbs
- 5g Protein

# Cinnamon Roll Protein Bars

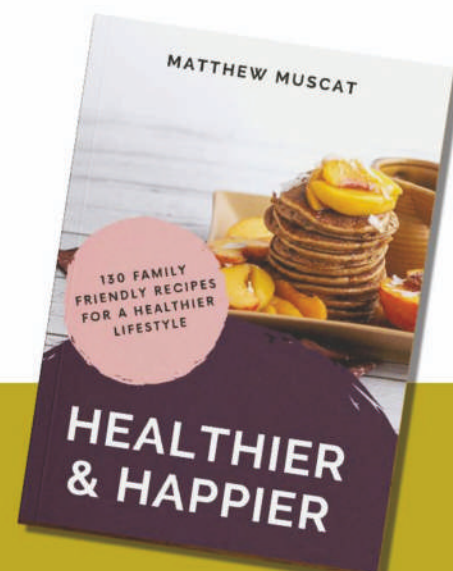
## Procedure

Place the protein powder, cinnamon and rolled oats into a food processor and blitz together until the oats turn into powder.

Add the melted coconut oil, almond butter, honey and vanilla extract into the food processor and blitz again until it forms a sticky dough. If it feels too dry, add 1 tablespoon of water and blitz again.

Line a 20x30cm baking tin with parchment paper and scoop the protein bar mixture into the tray, pressing it down with a spoon. Sprinkle with sea flakes and place in the freezer for 30 minutes.

Cut the mixture into 16 protein bars and store in an airtight container, in the fridge for up to 7 days.

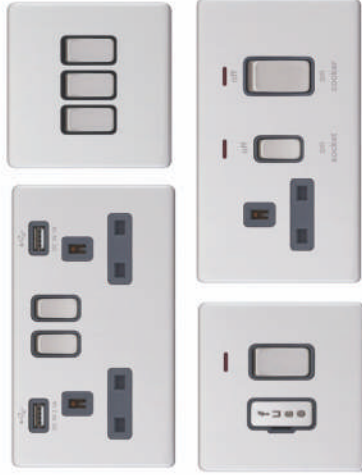


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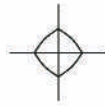


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