

# Workplace Winter Newsletter



## Welcome to the Workplace Winter Newsletter 2025

With winter well underway and spring just around the corner we hope some of the seasonal campaigns we have highlighted in this newsletter will inspire you all to get involved.

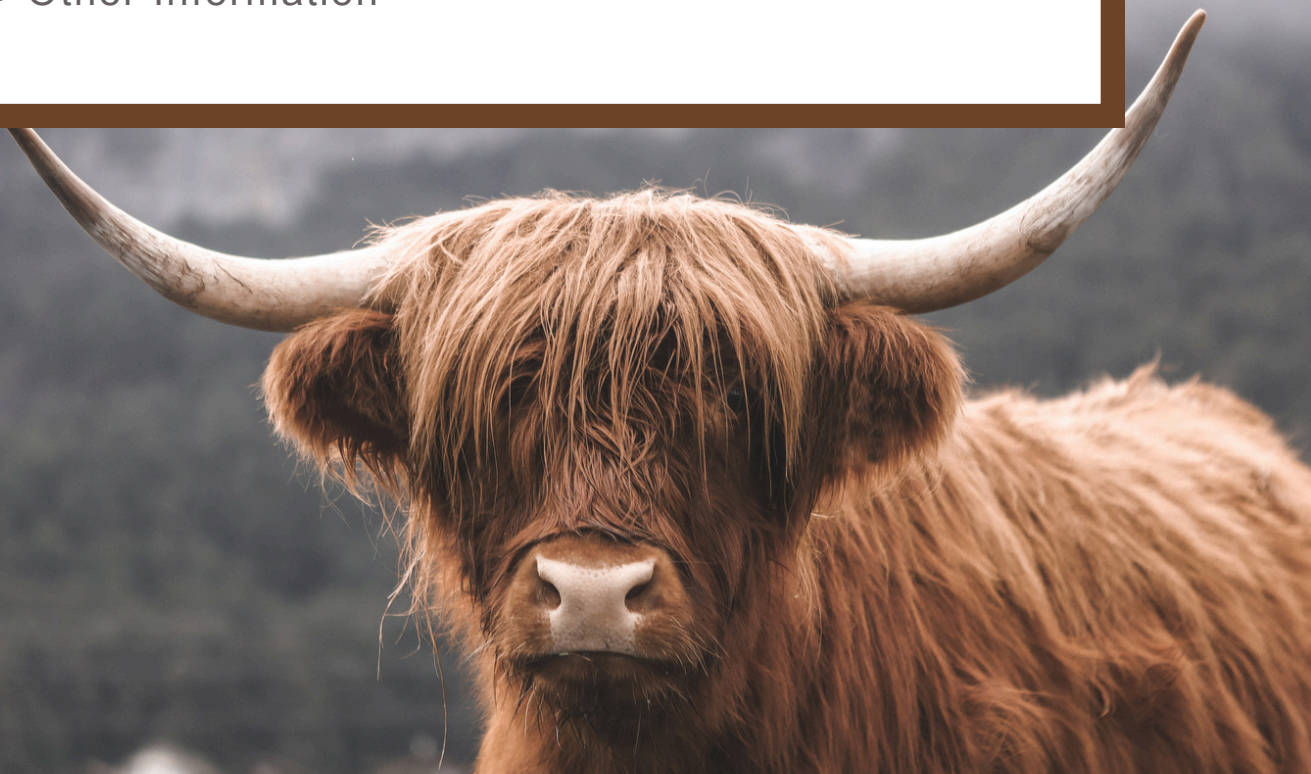
The purpose of this newsletter is to provide you with relevant information and practical tips to support your wellbeing programmes, while signposting you to training opportunities and awareness raising sessions on a range of topics.

Please share this newsletter across your organisation and working group members. We would love to hear about some of the initiatives you have implemented to support your staff.

If you are moving on, please inform us and give us your new contact information. If you wish to unsubscribe, share some of your wellbeing ideas and initiatives, or have any questions please let us know by emailing:  
[gram.hwl@nhs.scot](mailto:gram.hwl@nhs.scot)

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## February Campaigns

### Time to Talk Day, 6th February

A day for friends, families, communities, and workplaces to come together to talk, listen and change lives.

[Learn more](#)

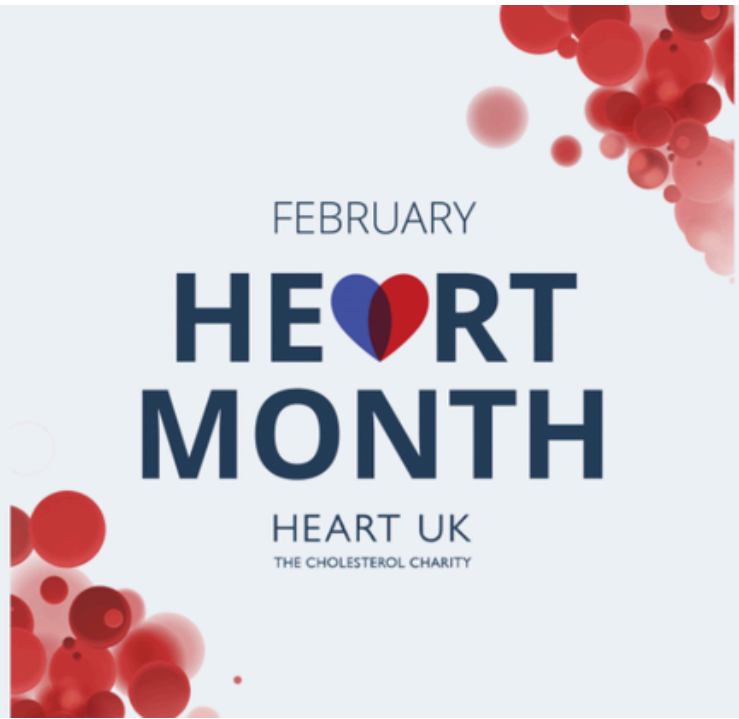
"get comfortable and start talking about mental health"



Did you know that almost 1 in 2 adults in the UK have high cholesterol?

**Take action** during Heart Month to reduce your risk of developing heart and circulatory diseases.

1. Know and understand your cholesterol levels - explore the section below
2. Take appropriate action
3. Take on a Heart Month challenge to improve your heart health and raise funds
4. Share this page and our social media posts **#heartmonth**



We all need some cholesterol in our blood to stay healthy, but too much can lead to serious health problems such as heart attacks and strokes. Cholesterol levels can be affected by several factors including lifestyle, diet, genetics and health conditions such as diabetes. Anyone can have high cholesterol, even if you are young, slim, eat well and exercise because it can be a genetic condition.

[Learn more](#)



If you have questions about your heart health or want reliable information about managing a condition, The British Heart Foundation can help:

[Learn more](#)

The **RSPB** is a charity for the conservation of birds and nature, bringing people together who love birds and other wildlife, and who want to take action to restore the health and diversity of the natural world. Join them this February for a series of **FREE** webinars to find out more about the work they do. To sign up for any of the February events email:

[nesevents@rspb.org.uk](mailto:nesevents@rspb.org.uk)

## Wintering Wild & Well Webinars

This winter join us for an hour on Wednesday evenings for a series of **FREE** webinars via TEAMS. We'll come together to celebrate wellbeing, nature, and our local environment! As the days are short and the temperatures drop, it's easy to feel a bit disconnected. That's why we're creating a warm and friendly online space for everyone to gather, share, and discover.

To book any or all of the webinars email Dawn at [nesevents@rspb.org.uk](mailto:nesevents@rspb.org.uk) and we'll send you a link so on the night you can simply click and enjoy.

### 29th January 7-8pm Your Wellbeing and Nature - getting connected

Alison Hannan  
Public Health Practitioner - Advanced,  
NHS Grampian  
& Dawn James RSPB Community  
Engagement Officer

### 5th February 7-8pm Have a whale of a time...

Find out about the fascinating  
work of the Cetacean Research  
and Rescue Unit

CRRU Team

### 12th February 7-8pm Chillin' in the North Sea; Life along our coast in the winter

Claire Matthews, Aquarium Manager.  
Macduff Marine Aquarium

### 19th February 7-8pm Winter Gardening: Boosting your wellbeing, even in chilly times

Bob Donald, Chair  
One Seed Forward

### 26th February 7-8pm

#### Rescue Ready: Our Local RNLI

Vic Sutherland, Coxswain/ Mechanic.  
RNLI Fraserburgh







# March Campaigns

## International Women's Day, 8th March

This year's focus is #Accelerate Action which emphasizes the importance of taking decisive steps to achieve gender equality. It calls for increased momentum and urgency in addressing the systemic barriers and biases that women face, both in personal and professional spheres.

[Learn more](#)

**ORDER YOUR IWD EVENT PACKS TODAY**



## PROSTATE CANCER UK

March the Month is a virtual step challenge for anyone who wants to keep active and help beat prostate cancer. Sign up and join thousands of people, across the nation, committing themselves to walk or wheel 11,000 steps a day throughout March. [Learn more](#)



## Wednesday 19th, March 2025

The highlight of every Nutrition and Hydration Week is the Global Tea Party which takes place on Wednesday.

On this day you are invited to get involved in Nutrition and Hydration Week by holding a tea party.



[Get involved](#)

## No Smoking Day, 12th March

No smoking day takes place on 12th March this year. If you'd like to find out more about this campaign [click here](#)

**ash**  
scotland  
Taking Action on Smoking and Health

## Want to **Stop Smoking** with our expert support?

Our friendly advisors offer tailored, proven methods for success including one-to-one sessions, and access to Free Nicotine Replacement Therapy.



**Inhalator**



**Patches**



**Gum**

Talk to one of our trained advisors on **08085 20 20 30**  
or visit your local pharmacy



[www.nhsgrampian.org/stopsmoking](http://www.nhsgrampian.org/stopsmoking)



If you would like to know more about Healthpoint, please watch our new animation on our Public Health Youtube Channel :

**healthpoint**  
WALK IN FOR INFORMATION

[NHS Grampian Healthpoint \(youtube.com\)](#)

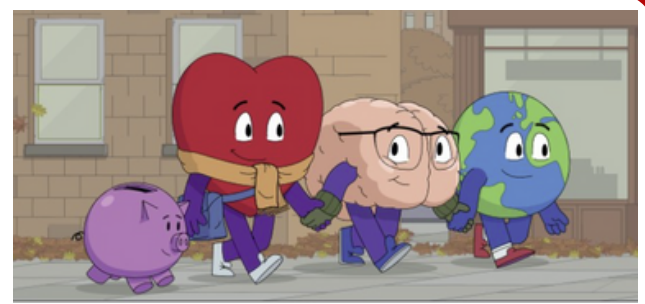
We have a range of support available to help people stop smoking. Please see our animations:

[Stop Smoking - Health Benefits - YouTube](#)  
[Stop Smoking - Medical Support \(youtube.com\)](#)  
[Stop Smoking - Mental Health Benefits \(youtube.com\)](#)  
[Stop Smoking - Financial Benefits \(youtube.com\)](#)

# What's on in and around Aberdeen and Shire

**A Wee Walk Works Wonders** is a Scottish campaign to promote the benefits of walking for everyday short journeys.

A wee walk can boost your energy and brighten your mood. Going out on foot also gives you a chance to appreciate the beauty of the changing seasons, from morning frosts to the first shoots of spring.



[Learn more](#)

By giving your time as a volunteer in Aberdeen you are joining a community of like minded people driven by a shared sense of purpose; working towards making Aberdeen a fair, inclusive and supportive city for all.

[Learn more](#)

	<b>70,00+</b>	people give their time in Aberdeen each year
	<b>4.4million</b>	volunteer hours logged each year
	<b>350+</b>	volunteer opportunities advertised at any one time

Volunteer Aberdeen



Whether you live inland or by the coast, there are lots of ways you can become a champion for our seas.

**Ways to volunteer**

Looking for a team building opportunity or unique outing for your company?

[Learn more](#)







## **11 tips for winter cycling**

The winter months are enough to put you off leaving your house, let alone going for a cycle. But, if you are braving the weather on two wheels, Sustrans have a few tips to keep you safe on the saddle.

[Find out more](#)



## **Change the way your staff travel to work**

Check out some great ideas and actions that you can use to change your workplace. Some of them are really quick and easy and you can get started on them today.

[Learn more](#)

# NHS GRAMPIAN PUBLIC HEALTH WORKPLACE TEAM - TRAINING AND AWARENESS SESSIONS

## Upcoming training and awareness sessions:

- **Home Energy Scotland (4th February, 2pm–3pm):** Impartial energy advice and tips on how to save money on energy bills at home and in the workplace.
- **Menopause at work (Thursday 6th February 10am–11am):** “Bitesized” awareness session. **Become Menopause Friendly.**
- **Mentally Healthy Workplace Training for Managers and Supervisors (Thursday 20th February 10am–3pm):** Highlighting employers’ responsibilities and providing help, support and suggestions to improve managers and supervisors skills in supporting mental health and wellbeing at work.
- **Menopause at work (Thursday 6th March 2pm–3pm):** “Bitesized” awareness session. **Become Menopause Friendly.**



For more information on our free awareness sessions or to book a space, please email us at:

**[gram.hwl@nhs.scot](mailto:gram.hwl@nhs.scot)**

## Calling all OHS providers and Employers who have a travelling workforce.

Travelling to high prevalence countries may be a risk factor for BBVs (Blood borne viruses - Hepatitis B, Hepatitis C and HIV), but the good news is that they BBVs are preventable and treatable. Risk assessment, safe practice and appropriate PPE are a must in the workplace- we want to extend these practices to include preventing the risk of BBVs.

Find out more by visiting: [what you need to know](#)

Did you know that NHS Grampian can supply postal BBV testing kits? Just email: [\*\*gram.bbvpostaltesting@nhs.scot\*\*](mailto:gram.bbvpostaltesting@nhs.scot) or call **08085202030** and ask for a test kit to be sent to your home.

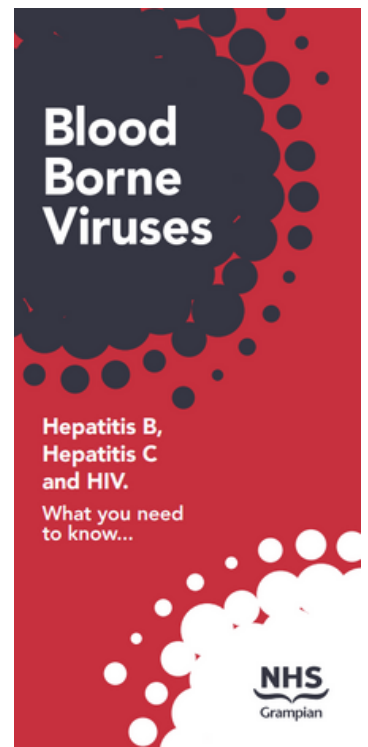
Alternatively employers can email the address above and ask for test kits to be supplied to workplaces for employees to take home and use. Results are confidential and treatment, if required, is free. Remember- all BBVs are treatable, but only if you know your status. Regular testing and knowledge of how to prevent transmission can keep yourself and your workers healthy.

**We are also happy to attend workplaces and OHS services to give updates and training** on BBVs, including specific information on prevention: Hep B vaccines, HIV Post Exposure and pre Exposure Prophylaxis (PEP and PrEP) and occupational exposure.

For more information or to organise updates contact:

Penny Gillies, Public Health Practitioner

[\*\*penny.gillies@nhs.scot\*\*](mailto:penny.gillies@nhs.scot)





## Working Health Services

Helping you manage a health condition, and remain at work.

**Free and confidential healthcare support with rapid access to interventions and therapies if appropriate.**



To register or find out more about how Working Health Services Scotland (Grampian) can help you call:

**0800 019 2211 or [click here](#)**

## HEALTH ADJUSTMENT PASSPORT

The Health Adjustment Passport is a document that can:

- support you to identify what support and changes (known as reasonable adjustments) you may need when you are in work or moving into work
- help you to apply for support from Access to Work
- help you talk to employers about adjustments and in-work support that you may need

**[Learn more](#)**



## ACCESS TO WORK



**Access to work** is a government grant scheme that helps people with a disability to start or remain in employment.

It can provide financial and practical support to help disabled people overcome the barriers they face in the workplace. This support could pay for equipment, support from a job coach, or other work related costs.

**This guide** will provide an overview of who is eligible for Access to Work, what help Access to Work can provide and how to make a claim.

The Disability Services Advocacy Team are here to support with raising awareness of the Access to Work grant scheme. Please see links to their upcoming sessions in February and March. To book a place please use each of the individual links for the relevant events.

These session covers what AtW is, what it can support with, eligibility criteria and the customer journey. There will be opportunity for Q&A at the end of the session.

11/02/2025 13:30–15:00 Register: <https://www.ticketsource.co.uk/dsat/t-noxvgza> Password: DWP2025

26/02/2025 13:30–15:00 Register: <https://www.ticketsource.co.uk/dsat/t-pqdyxvp> Password: DWP2025

13/03/2025 13:30–15:00 Register: <https://www.ticketsource.co.uk/dsat/t-pqdr1pr> Password: DWP2025

27/03/2025 13:30–15:00 Register: <https://www.ticketsource.co.uk/dsat/t-xm1gdpe> Password: DWP2025



**With more than 100 accredited real Living Wage employers now headquartered in Aberdeen City** the movement towards being a Living Wage City is making great progress. Learn about the benefits of paying the real living wage from some of Aberdeen's Living Wage Employers [here](#).

[Find out what goes into calculating the real Living Wage](#)

### The Vision & Framework for Fair Work in Scotland

By 2025, people in Scotland will have a world-leading working life where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations and for society.

[Learn more about Fair Work](#)



### The Equally Safe at Work framework

Our framework supports employers to progress from building a foundation for change to embedding a strong culture of gender equality within your organisation. You can begin the journey by working towards development or bronze tier, then progressing to silver and gold tiers once each stage is achieved and maintained.

[Find out more](#)

**EQUALLY SAFE AT WORK**

Supporting employers to advance gender equality and prevent violence against women.



The Chartered Society for Worker Health Protection

**Worsening Crisis in Women's Workplace Health: Updated Report by BOHS Calls for Urgent Action** as work-related illness among women is facing a worsening crisis that continues to be inadequately addressed.

[Read the report here](#)




Keep warm, safe and well this

# WINTER

- |  |  |  |
|--|--|--|
| <br>Self-Care       | <br>Pharmacist                | <br>GP                            |
| <br>NHS 24          | <br>Self-Management           | <br>Optician / Optometrist        |
| <br>Dentist         | <br>Minor Injuries Unit       | <br>Mental Health                 |
| <br>Sexual Health | <br>Alcohol & Drug Services | <br>Emergency Department or 999 |

## Be prepared this winter



When you are ill or injured  
**KNOW WHO TO TURN TO...**

[More information here](#)



Check with the met and be weather prepared:

[www.metofficeweather warnings](http://www.metofficeweather warnings)



Winter Driving Advice and Safety Tips with the AA

[www.theaawinterdriving.co.uk](http://www.theaawinterdriving.co.uk)




**Action to improve public health in Scotland**

Working with the wider public health system to reduce inequalities and create a Scotland where everybody thrives.

[Read more](#)



# Cost of Living Support

## Where to turn for financial support during these difficult times

If you're struggling to pay your bills, help is available. To access this, it's vital to contact the right source of support for what you need. Read on for more information, including links to some organisations and funding that can help you manage your money, provide financial support and check if you're eligible for benefits.

[Learn more](#)



## Employee Engagement

Want to help your colleagues adopt healthier and happier lifestyles?

Help your staff save energy at home with our free and interactive employee engagement services, funded by the Scottish Government. Through interactive workshops, e-learning and tailored solutions for your organisation, we can help your colleagues reduce their bills and improve their wellbeing.

Click below to find out how you can host an interactive workshop to help your employees save energy:

[Learn more](#)



## Help during the cost of living crisis

[More info](#)

Citizens Advice Scotland's Money Map will help you find sources of online support to:

- Increase your income
- Reduce your bills
- Ease the costs of daily living

[Learn more](#)



## Debt and money

If you're worried about money or how to deal with debt, you're not alone. Anyone can find themselves overwhelmed by financial worries, but there's support and advice available to help you.

[Learn more](#)



**NHS inform** provides health information for anyone living or visiting Scotland.

[Visit NHS inform](#)

**Mind to Mind**

If you're feeling anxious, stressed, or low, or having problems sleeping or dealing with grief – find out how you can improve your mental wellbeing by hearing what others have found helpful.



[Learn more](#)

**Welcome to Grampian Dental**

The NHS Grampian Dental and Oral Health website contains information that you may need to know about dental services within NHS Grampian and links to information about how to keep your mouth and teeth healthy.

[Learn more](#)

<p><b>Which Practices Are Registering Patients?</b></p> <p>Updated list of practices currently registering NHS patients</p>	<p><b>Emergency Dental Treatment</b></p> <p>Who to contact when you have a dental emergency</p>	<p><b>Dental Services</b></p> <p>Information on registering &amp; contacting a dentist and what to do in an emergency</p>
<p><b>Looking After Your Teeth &amp; Mouth</b></p> <p>Top tips for keeping your teeth and mouth healthy</p>	<p><b>Professionals</b></p> <p>Information and advice for dental &amp; healthcare professionals</p>	<p><b>Resources &amp; Links</b></p> <p>A bank of useful downloads and website links</p>

Unregistered patients and visitors to the region can access dental advice and treatment if required, by contacting the NHS Grampian Dental Information and Advice Line (DIAL) on 0345 45 65 990 during the hours of 08:05 to 18.00 hrs, after 18.00hrs please contact NHS 24 on 111

publichealth Grampian Dental NHS Grampian

**What is a Brain Health Service?**


- The Brain Health Service in Aberdeen will enable you to understand and identify your own personal risk for the diseases that can lead to dementia.
- We now know that many of the diseases that can cause dementia start in the brain a long time before obvious symptoms might begin to show.
- There are many things we can do to protect the health of our brain throughout life and to help reduce our risk of developing certain brain diseases.
- This service will support you to reduce your risk by providing personalised advice to support lifestyle changes.


**Who is a Brain Health Service for?**

The service is for anyone, regardless of age, who might have concerns about their memory or brain health. It is also for anyone who wants to find out more about reducing their risk of developing dementia in the future.

**For further information**

To find out more about our Aberdeen Brain Health Service please visit [www.nhsgrampian.org/brainhealth](http://www.nhsgrampian.org/brainhealth) or scan our QR code here





**Aberdeen Brain Health Service**

Do you know your risk factors for dementia?

Alzheimer Scotland Action on Dementia Brain Health Scotland publichealth NHS Grampian

## The Health Information Resources Service

The Resources Team offer health information and materials to professionals and the general public throughout Grampian who are working to promote health and healthy lifestyles or are interested in their own health. They offer a wide range of formats such as:

- **Leaflets**
- **Posters**
- **Virtual/downloadable material**
- **Display boards, Teaching Kits and Banners - available on loan.**

Check out their website:

<http://www.hpac.durham.gov.uk/HPAC//Search> or email [GRAM.resources@nhs.scot](mailto:GRAM.resources@nhs.scot) or call 01224 558504.





## Healthy Working Lives Update

We offer support to employers to improve their health and wellbeing, staff retention and development, by providing fairer and healthier workplace support. We offer support to employers in making the health and wellbeing of their workers a priority, with a focus on:

· **Health improvement information and promote access to Fair Work** - We have workplace tools, templates to support your staff wellbeing programmes. We have an informative local workplace newsletters and fair work calendars of events, as well as free training and awareness sessions. HWL website : [www.healthyworkinglives.scot](http://www.healthyworkinglives.scot)

· **Online sessions on improving health and wellbeing** - This is available online via Teams, covering topics such as mental health and wellbeing, NHS24 Breathing Space, stress awareness and other sessions with Home Energy Scotland (HES) and the DWP.

**gram.hwl@nhs.scot** · **Support for workers with health conditions** - Working Health Services Scotland (WHSS) provides free and confidential advice and health support for those who are self-employed or working in companies with 250 or less employees. Referral can be made by self-referral, GP or health professional. Call : 0800 019 2211

· **Absence Management** - Supporting employers to have processes in place to address the key reasons for absence from work such as mental health, musculoskeletal disorders and respiratory disorders.

· **Online free training courses** - available through the Virtual Learning Environment (VLE) (external site) platform. [www.publichealthscotlandvle](http://www.publichealthscotlandvle)

Our contact details are as follows:

**[julie.phillips@nhs.scot](mailto:julie.phillips@nhs.scot)**

**[caroline.hartley@nhs.scot](mailto:caroline.hartley@nhs.scot)**

**[stephanie.forrest3@nhs.scot](mailto:stephanie.forrest3@nhs.scot)**

**Note :**

You have received this information as you were a Healthy Working Lives Award holder, have been a workplace wellbeing champion, have attended our free training or you have used workplace and HWL services and have asked us to send you information. However, if you no longer wish to receive our newsletters, staff wellbeing calendars or flyers on our free training, please also let us know by emailing our generic account below:

**[gram.hwl@nhs.scot](mailto:gram.hwl@nhs.scot)**

