

# Workplace Autumn Newsletter



Welcome to the Workplace Autumn Newsletter 2024.

With the autumn season under way, we hope the content is of interest to you and your employees. The newsletter will help to support your workplace wellbeing and fair work programmes. We are in the process of evaluating the newsletter - feedback is important to keep this resource meaningful so please complete the feedback form if you can: [Click here.](#)

We aim to provide relevant information, practical tips, signposting to the latest fair work news and keep you informed about the latest staff wellbeing news. We are still around to advise on a range of workforce health, safety, fair work and wellbeing advice services.

Please share this newsletter with your staff and working group members as staff wellbeing is good for business.

If you are moving on, please inform us and give us your new contact information. If you wish to unsubscribe, please let us know via the email: [\*\*gram.hwl@nhs.scot\*\*](mailto:gram.hwl@nhs.scot)



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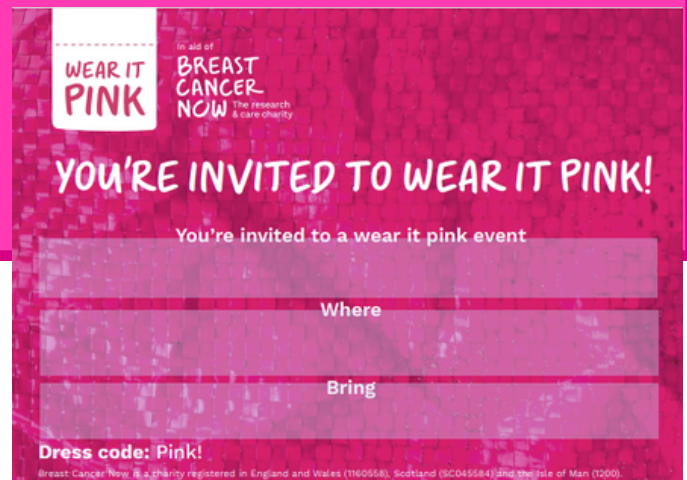


# October Campaigns

## Breast Cancer Awareness Month

Click on the link for hints, tips, ideas and downloadable resources to help you organise your own **'Wear it Pink' at work** event this October:

[Learn more](#)



## MACMILLAN CANCER SUPPORT Sober October

### What is Sober October?

MacMillan Cancer support people in the UK living with cancer. They can't do it alone and every year they raise vital funds by asking people to help them fundraise by going alcohol-free for the month of October, to raise money for people with cancer. There are lots of creative ways you can get involved and tips and ideas to help you get started.

Are you ready to 'raise a glass' of something non-alcoholic this October?

[Learn more](#)

#### Benefits of going sober

-   
Help people with cancer
-   
A clearer head
-   
More energy
-   
Better sleep
-   
Weight loss
-   
Sense of achievement

### Challenge Poverty Week 7th - 13th October 2024

Challenge Poverty Week highlights the injustice of poverty in Scotland. It exists to show that collective action based on justice and compassion can create solutions.

The week is an opportunity for you to raise your voice against poverty and unite with others in calling for a just and equal Scotland.

To plan an event, access resources or discover tips on how best to talk about poverty in your workplace, [click here](#).

CHALLENGE POVERTY WEEK



WORKING TOGETHER TO COMBAT POVERTY

## Menopause Awareness Month

October marks Menopause Awareness Month. Macmillan Cancer Support are putting the spotlight on the support available if you are going through the menopause or you are experiencing menopausal symptoms following cancer treatment.

Menopausal symptoms can be common when having hormonal therapy to treat specific cancer types such as breast cancer and womb cancer.

Access a range of information about the menopause and cancer, including:

- Menopausal symptoms and cancer treatment.
- Tips to help with hot flushes.



[Click Here](#)



Stoptober is back this October to encourage and support smokers to quit for good.

Access a suite of assets including a partner toolkit, static and animated social assets, posters, digital screens and email signatures to help your workplace support the campaign locally:

[Learn more](#)

*“Stay smoke-free for 28 days, and you’re 5 times more likely to quit for good”*

## World Mental Health Day - 10th October 2024

World Mental Health Day is celebrated every year on 10th October. This year’s theme, set by the World Federation of Mental Health, is **workplace mental health**. The theme highlights the importance of addressing mental health and wellbeing in the workplace, for the benefit of people, organisations, and communities.



On World Mental Health Day, let’s all come together to talk about mental health and show everyone that mental health matters. Talking about our mental health can help us cope better with life’s ups and downs. So, on World Mental Health Day and beyond it, why not check in with your friends, family, peers, or colleagues?

[Learn More](#)







## Carers Rights Day Thursday 21 November 2024

Carers Rights Day is about raising awareness of the rights the UK's 5.7 million unpaid carers are entitled to, and to help them get the support they need and the recognition they deserve.

Every day, 12,000 people become unpaid carers for a partner, family member or a friend – many of whom don't see themselves as carers, often unaware of their legal rights and what they're entitled to in terms of support and benefits. This year's theme is '**recognising your rights**' – and the aim is to help carers recognise and understand their rights, and to access the support available to them, whenever they need it.

There are many ways you can get involved in Carers Rights day, for ideas an inspiration, [click here](#).

Find out more about become a Carers Positive employer [here](#).

For more information on the Carers Leave Act 2023, [click here](#).

## International Men's Day 19th November 2024

Get involved and help charities and other organisations supporting men and boys' wellbeing.



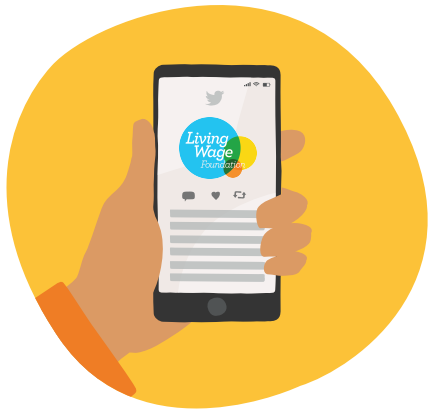
[Learn More](#)

## UK Disability History Month 14th November - 20th December 2024



UK Disability History Month (UKDHM) is an annual event creating a platform to focus on the history of our struggle for equality and human rights.

[Learn More](#)



## Living Wage Week 4th - 10th November 2024

Living Wage Week is the annual celebration of the Living Wage movement. The movement has never been more important than against the backdrop of spiralling prices and a cost of living crisis. Living Wage Week is the perfect opportunity to consider applying for the Living Wage Accreditation - for more info [click here](#).

### Get Involved!

Don't miss out on this opportunity to come together as a movement of businesses and communities working to tackle in-work and post-work poverty. Wondering how you can get involved? Take a look [here](#).



Everyday walking improves our health and wellbeing. Paths for all can help you get your colleagues walking towards a healthier, more active workplace. They offer:

- **Support for workplaces**
- **Workplace Walking Course**
- **Step Count Challenge**
- **Walk at Work Award**

Paths for all support everyone to be more active, including those with cancer and dementia.

[To become a volunteer or to learn more](#)



FOR A HAPPIER,  
HEALTHIER SCOTLAND

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

## Upcoming training and awareness sessions:

- **Mentally Healthy Workplace Training for Managers and Supervisors (8th & 10th October, 9:30am–12:30pm):** The course will highlight employers' responsibilities and provide help, support and offer suggestions to improve managers and supervisors skills and confidence when employees need support and advice with mental health and wellbeing at work.
- **DWP Access to Work (17th October, 1:30–3:00pm):** Find out about employer grants and the Disability Confident accreditation for employers.
- **Home Energy Scotland (22nd October, 2:00–3:00pm):** Impartial energy advice and tips on how to save money on energy bills at home and in the workplace.
- **Working Health Services Scotland (6th November, 1:30–2:30pm):** SME support for services to help staff with health conditions to remain in and/or return to work.
- **Breathing Space (Tuesday 10th December 2–3pm):** Breathing Space NHS24: Increase knowledge and understanding of Scotland's phone line and webchat service.
- **Menopause at work (Tuesday 14th November 2–3pm):** "bite sized" 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)**





## 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.

## 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](#)**

## Want to find out more?

Come along to our free **"Access to Work"** session - to be held via Teams on Thursday 17th October 2024, 1:30 - 3:00pm.

This session will be delivered by Department for Work & Pensions and will offer information on:

- **Access to Work**
- **The Mental Health Support Service**
- **The Health Adjustment Passport**
- **The Disability Confident scheme**

Here's what delegates thought of previous sessions:

*"Really helpful, excellently presented, and already know of one client I can share this information with, and many more I can keep it aside for - thank you very much."*

*"Very interesting and useful. Totally unaware of a lot of this."*

**Register for the event [here](#).**  
Password: NHSDEA2024



**Public Health**   
Scotland

PHS reiterates the importance of maintaining high vaccination uptake rates in Scotland.

[Learn more](#)



PHS urges parents to help beat flu with a wee scoosh this winter.

[Learn More](#)

**Scotland's new life-saving Respiratory Syncytial Virus (RSV) vaccination programme begins**

RSV is a common and highly infectious respiratory virus that affects the breathing system. It is the leading cause of emergency respiratory admissions to hospital in Scotland in infants, with 1,516 children aged under one hospitalised with the virus last year.

To help protect newborns and infants, pregnant women are being offered the vaccine during antenatal appointments with their midwife from 28 weeks into their pregnancy.

[Learn more](#)

**Covid-19**

Scottish Government and Public Health Scotland (PHS) are finalising plans for the roll out of Scotland's winter vaccination programme, delivered at a local level by Health Boards across the country.

Details of how and when eligible people will receive their vaccine will be announced in due course.

**Public Health**   
Scotland

# 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](#)



### Lightning

Lightning Reach is a financial support portal which enables access to a range of personalised support (e.g. grants, benefits, help with their bills) - all in one place.

[Learn more](#)

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](#)





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

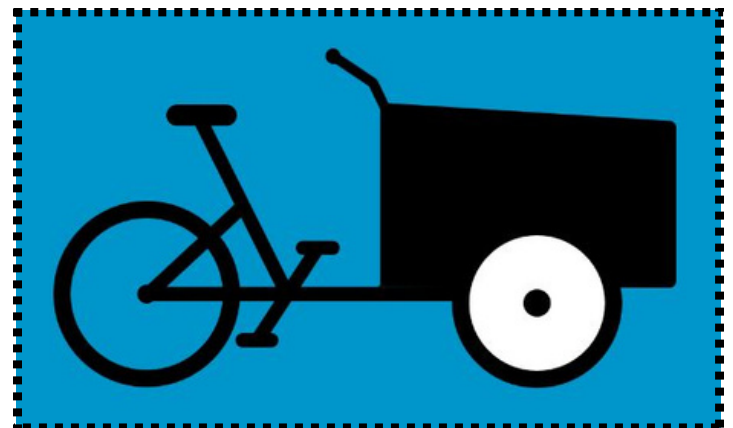
**Free and confidential healthcare support with rapid access to interventions and therapies if appropriate.**



To register or find out more about how Working Health Services Scotland (Grampian) can help you call 0800 019 2211 or [click here](#)

## E-Cargo Bike Trials

From carrying equipment, parcels and mail to deliveries of groceries, prescriptions or even flowers, businesses are saddling up and exploring the ways in which cargo bikes can complement their business model.



If you are based in Aberdeen or Aberdeenshire, find out if an e-cargo bike could benefit you or your organisation and apply for one of our bike trials.

**Applications are now open!**  
**[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



NHS Grampian healthpoint is your one stop health information point, offering free confidential information, advice and access to reputable services, in a friendly welcoming environment.

Visit [www.nhsgrampian.org/healthpoint](http://www.nhsgrampian.org/healthpoint)

or call **08085 202030**.



## 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.



**Aberdeen Brain Health Service**  
Do you know your risk factors for dementia?

## 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





## 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.



## The Condom Distribution Service

This service is for professionals in Grampian who wish to offer condoms to their service users. The service aims to provide free condoms across Grampian to reduce sexual health inequalities in populations most vulnerable to poor sexual health outcomes.

If you are interested, please email: [GRAM.freecondoms@nhs.scot](mailto:GRAM.freecondoms@nhs.scot) or call **01224 558504**

We are happy for you to promote our free condom service via your intranet etc.