

Late Summer Newsletter



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Welcome to the late Summer Newsletter 2024.

With the summer season well under way, we hope that you continue to find our local newsletters useful in supporting your workplace wellbeing programmes throughout the year.

We aim to provide practical tips, useful website links and information to support a range of staff health, safety and wellbeing campaigns and activities.

Email us at: gram.hwl@nhs.scot

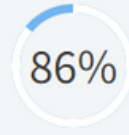
Aberdeen making progress towards becoming a 'Living Wage City' and tackling in-work poverty



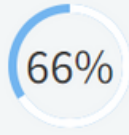
94% of employers have reported having benefited from Living Wage accreditation.

Employers have made savings on retention, recruitment and training new staff.

They also report increased morale and motivation resulting in increased productivity.



of businesses believe it has enhanced their reputation as an employer



of business say it helps them differentiate from competitors

Aberdeen City Living Wage Accredited Employers uplifts 2000 workers to the real living wage.



Fairer Workplaces Fund

A fund to help businesses, charities and other organisations adopt fair work practices has opened for applications.

Grants are available to implement changes such as the delivery of workplace training and processes that support flexible working and help to create and sustain a more diverse workforce.

The Fairer Workplaces Fund adds to Scottish Government measures supporting fair work, including making payment of the real Living Wage and providing an effective voice for workers a condition of grant awards.

[Learn more](#)

Provide security alongside a real living wage

Payment of the real Living Wage remains a fundamental part of the solution to in-work poverty, however, the shape of low-paid work has changed.

Security of hours is the other side of the coin when it comes to solving in-work poverty.

[Living Hours](#)

In August 2023, the Living Wage Foundation published their report "Precarious pay and uncertain hours: Insecure work in the UK Labour Market."

This highlights the extent of insecure and precarious work practices which are hitting those on the lowest incomes hardest.

[Read the Report](#)



"Living Wage Scotland Awards 2024 are open now!"

Celebrating employers & individuals who have made an outstanding contribution to the Living Wage movement, with finalists revealed on the 7th of November at our sparkling Awards Ceremony in Glasgow. Applications close Friday 30th August.

[Find out more](#)

[Applications can be submitted via this link](#)

NHS Grampian became a Real Living Wage Accredited employer in 2022 and are proud to ensure all staff and relevant contractors are paid the real living wage.

Shortlisted as finalists in the Living Wage Scotland Awards in 2022 in the Newcomer award category, and in 2023 won the Outstanding Leadership Award.

If you are interested in our journey and to hear more about the benefits of the accreditation please contact us on:

gram.hwl@nhs.scot



Being 'menopause friendly' means being clear how you support menopause in your workplace, creating an environment where menopause can be talked about easily and putting the right support in place for colleagues.

The Facts

Menopausal women are the fastest-growing workplace demographic.

The average age to reach menopause is 51, and nearly 8 in 10 are in work.

With 3 in 4 experiencing symptoms and as many as 1 in 4 considering leaving work during their menopause, it's a key area for employer focus.

The Benefits of being Menopause Friendly

Improved employee retention and reduced recruitment costs.

Improved employee wellbeing

Improved equity, diversity and inclusion

Lower absence levels and reduced risks of tribunals.

Join the inspirational organisations who are taking action and start your journey here:

[Become Menopause Friendly](#)

Research by the CIPD reports 1 in 4 have a menopause policy. See full report:

www.missioncritical.org.uk

For more information and to begin your menopause friendly accreditation click on the following link:

www.menopausefriendly.org

**Menopause transition:
effects on women's
economic participation**

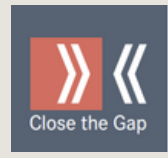
[Read the Report](#)



This briefing is for employers who want to ensure their organisation can provide their employees who are experiencing menopause with the support they need. It provides the information you need to understand the impact of the menopause in the workplace and what action you can take to create a menopause-aware workplace in your organisation.

Click the following link to find out how your organisation can become menopause aware:

www.menopauseclosethegap

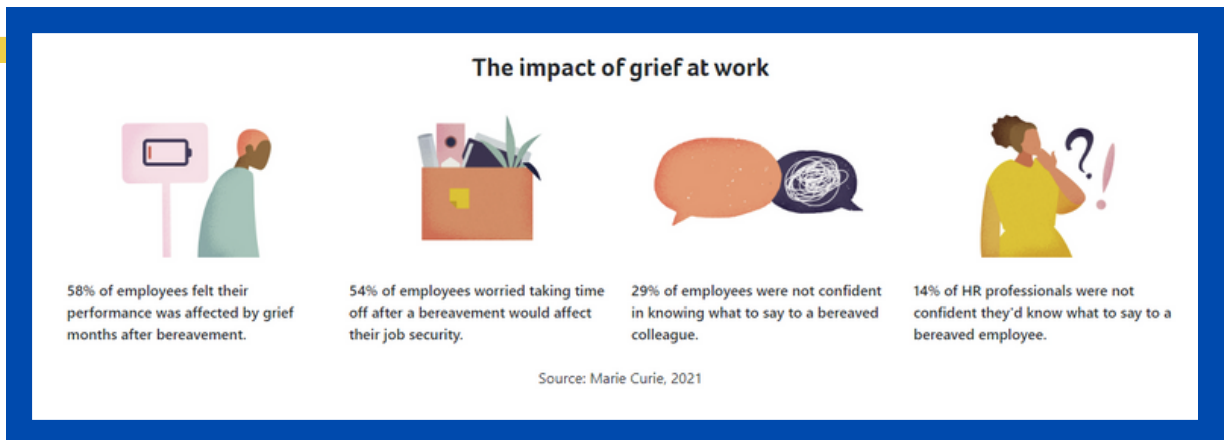


CREATING A MENOPAUSE-AWARE WORKPLACE

Grief and bereavement at work

If you're grieving and aren't sure what to do about work, or you're supporting a grieving colleague, Marie Curie can help. You can call for free on 0800 090 2309 or email support@mariecurie.org.uk

[Click here for further information and guidance](#)



Scottish bereavement friendly workplaces toolkit

All workplaces can be bereavement friendly workplaces - ones where employees feel supported by colleagues, managers and institutional procedures when they experience the death of someone important to them. That support can be vital in helping people to cope with a bereavement and in helping them to adjust to life without the person who has died.

This Bereavement-Friendly Workplaces Toolkit contains resources to help both employers and employees to cope with bereavement.

Learn more



Workplaces can play an important role providing:

- flexibility to allow an individual to adjust to their new circumstances
- information on financial, legal and other practical issues
- understanding and social support
- Providing a supportive workplace can also have benefits for the organisation

Research suggests compassion in the workplace:

- reduces anxiety
- helps people feel valued
- helps people resume a sense of normality
- increases bonds between co-workers
- generates higher levels of shared positive emotion
- builds a collective capacity for healing

Access to work

Access to work is a government grant scheme which 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 in, 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 will provide and how to make a claim.

[Learn more](#)



Health Adjustment Passport

The Health Adjustment Passport can be used if you have a disability or health condition that makes it harder for you to move into work or stay in a job.

[Learn more](#)



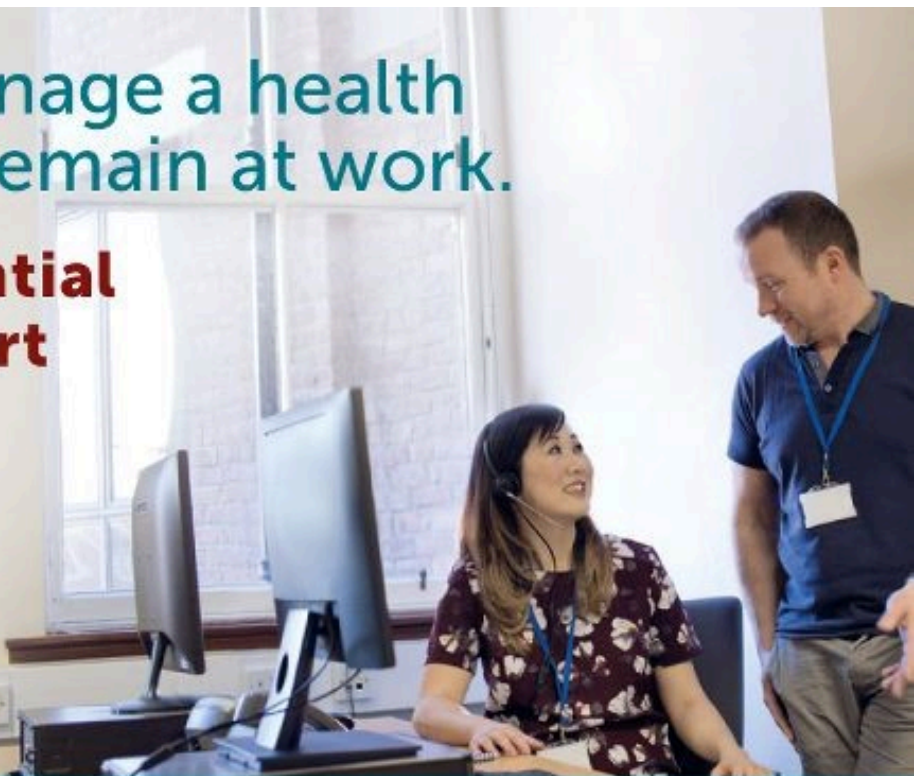
flexibilityworks)

New legal changes mean employers will need to update their flexible working policy to make sure it is fit for purpose from 1 April 2024 onwards. As the changes will mean employees can request flex from day one of employment, it also makes sense to also review your recruitment practices to ensure you are on the front foot when it comes to recruiting flexibility. Click on the link for more information:

[Flexible Working Law: What you need to know](#)

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

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



fitfortravel

Looking to travel abroad for some summer sun?

Fitfortravel is a free public access website providing up to date health information for the UK public on avoiding illness and staying healthy when travelling abroad:

[Learn more](#)



Public Health Scotland

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

[Learn more](#)

[Latest update on whooping cough in Scotland](#)



Outdoor workers and sun exposure

[Who is at Risk?](#)



Public Health Scotland Learning Zone

Click on the link to access a range of learning resources on public health and health inequalities:

www.publichealthlearningzone.org



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

healthpoint

WALK IN FOR INFORMATION

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 us at: www.nhsgrampian.org/healthpoint

or call us on **08085 202030**.

Get involved with your community and make a difference in Aberdeen

find out more at volunteeraberdeens.org.uk

Homepage | Volunteer Aberdeen

Volunteer and make a difference in Aberdeen - hundreds of local organisations are looking for your help! Give your time and skills to help make a huge positive impact in your community!

volunteeraberdeens.org.uk

[volunteer
aberdeen](http://volunteeraberdeens.org.uk)



What is a Brain Health Service?

- Our 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 more information visit:

www.aberdeensbrainhealth.co.uk

or call healthpoint on **08085 202030**

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



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 with the cost of pet food

If you're a pet owner who's struggling to cope with the rising costs of food or healthcare, we've put together some advice to help. Pet Aid is our initiative to support people and pets who are struggling. Through Pet Aid, we provide essential food supplies for animals utilising a network of food banks across most of Scotland.

Calls to our animal helpline to give up pets have more than trebled in 2022. Many people don't want to give up their animal, but feel they have no choice. Through Pet Aid, we offer people who need a small hand some vital support.

If you need help or advice, you can call our animal helpline in confidence on 03000 999 999 or [click here](#).



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](#)



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](#)



August Campaigns

Cycle to Work Scheme



The cycle to work scheme allows employees to obtain commuter bikes and cycling accessories through their employer, whilst spreading the cost over 12 months and making unbeatable savings through a tax break.

[Employee FAQ's and learn more](#)

Cycle to Work Day, 1st August

Cycle to Work Day is back on Thursday 1st August. This day is a chance for everyone to saddle up and experience the physical, mental and financial benefits that cycling can have.

Take the challenge



World Breastfeeding Week, 1st - 7th August

Encouraging and supporting breastfeeding is an important public health priority. Improving breastfeeding rates in Scotland would help to improve the health of babies and mothers, and reduce health inequalities.

Your business can support Grampian families by signing up to the Breastfeeding Friendly Scotland Scheme. This is a free Government scheme for businesses to sign up.

By signing up businesses are showing that all their staff know the laws protecting breastfeeding, that would they support mothers feeding their babies on their premises and they display the logo. By training staff on The Breastfeeding etc. (Scotland) Act and the Equality Act (2010) we are creating conversations about how to support breastfeeding. Displaying the logo engages the public to be aware that breastfeeding in public is supported.

Email: gram.bffscotland@nhs.scot for more information
or to sign up [click here](#)





September Campaigns



The Urology Foundation is the only UK charity dedicated to fighting all urology diseases.

To learn more or get involved:

[Click here](#)

1 in 2
experience a urology condition in their lifetime

THE UROLOGY FOUNDATION



September is Blood Cancer Awareness Month. Find out how you can get involved, volunteer or take part in an event to raise awareness of blood cancer.

[Learn more](#)

World Sepsis Day, 13th September

Five people in the UK die every hour from sepsis, with over 4000 occurring in Scotland annually.

[Learn more](#)



What are the 5 key symptoms of sepsis?

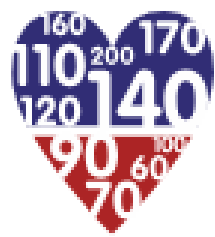
- Very high or low temperature
- Uncontrolled shivering
- Confusion
- Passing less urine than normal
- Blotchy or cold arms and legs

SEPSIS KILLS

ABOUT 50,000
PEOPLE A YEAR IN THE UK

OVER 4,000
OF THESE DEATHS OCCUR IN SCOTLAND

SEPSIS KILLS 5 PEOPLE
EVERY HOUR IN THE UK



Blood Pressure UK
Helping you to lower your blood pressure

Know your Numbers Week, 2nd - 8th September

Blood Pressure UK are dedicated to lowering the nation's blood pressure, preventing stroke and heart disease.

[Learn more and get involved](#)

World Suicide Prevention Day 10th September

Every year, organisations and communities around the world come together to raise awareness of how we can create a world where fewer people die by suicide.

[Learn More](#)



SAMH

Scottish Action for Mental Health

If you're worried they're thinking about suicide, ask them about suicide.

Find out about the:

[‘Ask Them About Suicide’ campaign and stakeholder toolkit](#)

Suicide can affect anyone

Scotland's suicide rate is higher than the UK average

Men are more likely to die by suicide

Women are more likely to attempt suicide



Running Festival at Crathes Castle, Saturday 14th September

The National Trust for Scotland invites you to join them for the half marathon, 5k and children's 1.5k race event, sponsored by PIM, at the beautiful Crathes Castle Estate.

[Learn more](#)



Corporate Membership

Support the wellbeing of your employees and their families, while supporting the work of the National Trust for Scotland.

[Learn more](#)



This year's National Eye Health Week (NEHW) takes place from 23-29 September 2024, promoting the importance of good eye health and the need for regular eye tests for all.

[Learn more](#)

Signs of Screen Fatigue

- Tired eyes
- Blurry vision
- Dry eyes

[Learn more](#)



[How to look after your eyes](#)



VISION MATTERS

[Eye Health Calculator](#)

Macmillan's Coffee Morning

This year's Coffee Morning day is **Friday 27 September 2024**.

However, you can host any time of the year, whenever suits you best. Host your own coffee morning and support people living with cancer.

[Learn more](#)





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

www.healthcampaignscalendar24

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 our website:

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

The Condom Distribution Service

This service is for professionals in Grampian who wish to provide free 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 or call **01224 558504**

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

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
- **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

Our contact details are as follows:

julie.phillips@nhs.scot

caroline.hartley@nhs.scot

stephanie.forrest3@nhs.scot

Note :

You have received 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