

Workplace Festive Newsletter 2025



Welcome to the Workplace Festive Newsletter

Winter is here and the Festive Season is almost upon us!

In this edition we want to highlight the importance of keeping well and safe this winter. To help you with any advice and support you may need over this time we have included links to NHS Grampian's Keeping Well in Winter booklet. The booklet includes information on knowing who to turn to when ill or injured, emergency contacts, cost of living advice and looking after your health.

As always we aim to provide you with a combination of information that will help support you with your employee wellbeing programmes, while highlighting training opportunities, relevant research and providing practical tips.

Please share this newsletter across your organisation and working group members. If you are moving on, please inform us and give us your new contact information.

If you would like to share some of your wellbeing ideas and initiatives, have any questions, have received this edition and wish to subscribe to future editions, or wish to unsubscribe, please let us know by emailing: gram.hwl@nhs.scot.



Like and follow us on Facebook

<https://www.facebook.com/NHSGWorkplaceHealth>

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Keeping Well this Winter

We want everyone to keep warm, safe and well this winter. The NHS Grampian winter support booklet is now available to view and includes information on the following:

Know who to turn to when you are ill or injured

Looking after your health

Emergency contacts

Keeping safe out and about

We hope you find it helpful; please share with colleagues, neighbours, family, and friends.

NHS Grampian Winter Support Booklet



World AIDS Day 2025

1 DECEMBER 2025



The theme for this year's **World AIDS Day** is about ending new HIV cases by 2030.

The majority of recent HIV acquisitions recorded in 2024 were likely to have been acquired outwith Scotland. If you are travelling abroad for work or leisure, or if you have come to Scotland to work it's important to know about how to prevent HIV. For information, support, how to prevent HIV transmission and where to get tested visit: **NHS Grampian Sexual Health Service**



Did you know that it is estimated that 9% of people living with HIV in Scotland don't know they have it? Most people with HIV don't have any symptoms and people can live with the virus for many years before it eventually affects their immune system.

Remember that testing and treatment is free and confidential in Scotland.

Book a Test

Find free condom distributors in Grampian here

Local patient forum and peer support services for people living with or affected by HIV:

 **Our positive voice...**
GRAMPIAN

Our positive voice

four
Pillars
supporting Grampian's LGBT+ community

GROUPS – Four Pillars



Anger Awareness Week 1st - 7th of December

What is Anger Awareness Week?

Timed for the run up to Christmas – one of the most stressful times of the year – **National Anger Awareness Week** encourages individuals, schools and **workplaces** to recognise the causes and symptoms of anger and provides information on counselling services and coping strategies aimed at defusing difficult situations and challenging behaviour.



THE BRITISH ASSOCIATION
OF ANGER MANAGEMENT

Anger and Stress Statistics: Work-related Stress

- Work-related stress is a significant factor in causing anger and mental health problems, constituting 51% of all work-related ill health cases in 2019/20
- Stress and anger are closely linked, as revealed by a Mental Health Foundation survey in the U.K. where 74% of respondents reported feeling overwhelmed or unable to cope due to stress at some point in the past year.
- For 23% of U.K. employees, anger is identified as a major contributor to workplace stress.
- Work-related stress, a significant factor in mental health issues like anger problems, extends beyond the U.K. The American Institute of Stress reveals that in the U.S., it costs employers an estimated \$300 billion annually, encompassing absenteeism, turnover, and reduced productivity.



Dry January 2026



With more and more people wanting to take on the **Dry January®** challenge, supporting them in the workplace is a brilliant idea - for wellbeing, productivity and more!

- More energy leading to better performance
- Reduced absenteeism and lost productivity from alcohol, which are estimated to cost businesses £7.3bn each year
- Social ties between employees that aren't based around just drinking
- A greater understanding of your legal responsibilities as an employer

Ideas for Workplaces

Try Dry®: the app to help you cut down



Download the free app to help you meet your goals, whether you want to take on Dry January® (or another dry challenge), cut down on your drinking, or go totally alcohol-free.

Track your units, calories and money saved when you cut down or cut out alcohol.

Use the app for Dry January® and beyond

**For more upcoming campaigns
[click here](#)**

NHS GRAMPIAN PUBLIC HEALTH WORKPLACE TEAM - TRAINING AND AWARENESS SESSIONS



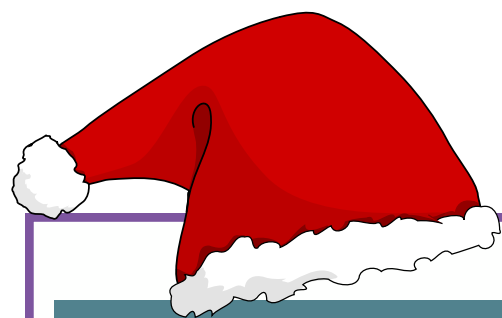
- **Working Health Services Scotland (Tuesday, 13th January, 10am-11am):** Support for SME workplaces to help staff with health conditions to remain in and/or return to work.
- **Mentally Healthy Workplace Training for Managers and Supervisors (Thursday 22nd January (10am-3pm):** Highlighting employers' responsibilities and providing help, support and suggestions to improve managers and supervisors skills in supporting mental health and wellbeing at work.
- **Breathing Space (Monday 26th January, 10am - 11am):** Breathing Space NHS24: Increase knowledge and understanding of Scotland's phone line and webchat service for anyone who may be feeling overwhelmed and need to talk to someone.
- **Keep Active at Work: Reducing Sedentary Behaviour: (Monday 9th February, 2pm-3pm):** This popular, fun and interactive session on MS Teams, is for anyone with an interest in how our work environment and settings contribute to sedentary behaviour.

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

gram.hwl@nhs.scot



**Healthy
Working
Lives**



Mentally Flourishing Workplaces Framework

Information on the Mentally Flourishing Workplaces Framework and how to implement it

The Mentally Flourishing Workplaces Framework is a free framework for any organisation, regardless of size or sector, designed to help you create a mentally flourishing workplace for all employees. Mentally Flourishing Workplaces (MFW) is the result of a collaborative development. Public Health Scotland worked with a range of organisations from across Scotland, ensuring the framework reflects real-world experiences and needs.

This co-production approach ensures that MFW is built on shared knowledge and practical guidance.

Knowing where to start in supporting employee mental health can be overwhelming. MFW has a series of dimensions with recommended approaches, not requirements, to help organisations tailor their own journey, to focus on the human side of mental health and wellbeing and build from there.

There is also a **short youtube presentation** available to help you get started.

If you would like more information, guidance or practical support to implement the framework within your workplace please contact our local team on **gram.hwl@nhs.scot**.



The seven dimensions of the Mentally Flourishing Workplaces Framework



Public Health Scotland Learning Zone

On this platform, you can access a range of learning resources on public health and health inequalities. Public Health Scotland aims to provide all learners from across the public, private, and third sectors with the knowledge and skills to work together to create a Scotland where everybody thrives.

[Access the Learning Zone here](#)



NHS Grampian shortlisted for Real Living Wage Award

MAKING
**ABERDEEN AND
ABERDEENSHIRE**



NHS Grampian were delighted to be a 'Finalist' in the 'Leadership' category at this year's Real Living Wage (RLW) Scotland Awards. This is the third nomination received, firstly for the 'Newcomer' category in 2022 and then nominated and winning in the 'Leadership' category in 2023.

Find out more about [NHS Grampian's journey](#) as a Living Wage employer.

NHS Grampian is proud to be an accredited [Living Wage](#) employer alongside more than 300 other employers across Grampian. Accredited employers commit to paying at least the real Living Wage, the only rate of pay calculated based on the cost of living, currently £13.45, to all staff aged 18 and over.

Living wage employers report a range of benefits from accreditation including:

- Improved reputation as an employer
- Improved retention of staff, leading to reduction in training costs for new staff

Security of hours is the other side of the coin when it comes to solving in-work poverty. Learn more about providing security of [Living Hours](#) and the [Living Pension](#).

More information on accreditation can be found [here](#).



From left: Craig Meighan, RLW Officer and Julie Philips, NHS Grampian's Public Health Workplace Team at the RLW Awards Ceremony

Carer Positive Employer



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. Carers should not have to miss out on support designed to reduce some of the pressures caring can bring. Whether they care 24/7 or juggle care with work and family life, are new to caring or have been for many years, and wherever they live in the UK – all carers deserve to understand their rights and be supported to use them if they wish. Become a [Carer Positive](#) Employer.



Carers Scotland is delighted to share that they have successfully secured funding to deliver several Caring for Carers roadshow events across Scotland for unpaid carers.

To help them design a programme that truly meets carers needs, they have created a short questionnaire which should take no longer than five minutes to complete. **Carers feedback will play an important role in shaping these events and ensuring they provide the most benefit to carers across Scotland.**

[**Feedback Here**](#)

The cost of gender inequality

Women's labour market inequality affects not only women and their families. There is clear and mounting evidence that **gender inequality** at work comes with a cost to employers and the wider economy.

A key cause of the gender pay gap and therefore women's labour market inequality is the lack of quality part-time and flexible work, which creates a barrier to women's progression into higher paid and more senior positions, and results in many women working below their skill level. Women are also prevented from working in jobs that match their skill level by discriminatory and biased recruitment and promotion practice, and workplace cultures that do not feel inclusive to them. This represents a loss of female talent and skills to employers.

A review of the evidence of the economic gains of closing the gender gap in employment found that it could add £17 billion a year to Scotland's economy.

DELIVERING
EQUALLY SAFE



EQUALLY SAFE AT
WORK

The Equally Safe at Work framework

The Equally Safe 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.

You'll receive support to collect and analyse data, develop initiatives and review and update policies, practice and resources.

You will be provided with a comprehensive handbook to guide you along your journey providing detailed guidance on how to demonstrate you're meeting the standards.

You will also be provided with targeted awareness-raising material and bespoke support to help you work towards the tiers.



MENOPAUSE FRIENDLY UK

THE CORPORATE SOCIAL RESPONSIBILITY (CSR) CASE

Supporting menopause at work is the *right thing to do*

It's estimated that of the 33m people employed in the UK, nearly 6m of those are experiencing menopause. While the average menopause age is 51, symptoms usually start around age 40, a stage called peri menopause.

These people are often at the peak of their professional careers, yet 25% consider quitting their jobs, 14% go part time and 10% actually quit their jobs. By raising menopause awareness at work and providing menopause support, you can help avoid this. Start your **menopause friendly accreditation** **here**.



Healthy Workforce, Healthy Business!

Businesses like yours lose over
41 MILLION

days to ill health every year

We're here to help, keeping your employees
healthy and your business thriving.

(Office for National Statistics, UK Data, 2023)



Working Health Services Scotland (WHSS)



WHSS is a
Free and confidential service
Funded by the Scottish Government

We help and support those self-employed,
and employees of small and medium-sized
businesses in Scotland, with physical and
mental health challenges, so they can
continue to work. Win-win.

Why WHSS?

67% of those who reported they were
absent at the point of referral had
returned to work by the end point of
their engagement.

82% reported an improvement in
overall health and wellbeing.

99% would recommend this service
to others.

(WHSS Pre & Post Discharge Questionnaires, April 24 - March 25)



To be eligible for this service, your employee must be:

- self-employed, at work or absent from work
for any length of time
- employed by a company of 250 employees
or less, and have been at work or absent for
any length of time

To sign up for our next
**Working Health Services
Scotland bitesize information
session on Tuesday 13th
January 2026** please email:

gram.hwl@nhs.scot

Working Health Services Scotland

If you or your employees have a health condition
impacting work, they could benefit from Working
Health Services Scotland (WHSS).

WHSS provides free and confidential advice and
health support for the self-employed and people
working in companies with fewer than 250
employees.

About WHSS

The service aims to help:

- employees manage their condition and remain
at work
- a return to work if a period of sickness absence
occurs
- prevent them from having further periods of
sickness

Workplace Wins

Here's what a Scottish business owner,
like you, has said about WHSS.



"A fantastic service from start to
finish. My employees are getting
the support when they need it,
and as a business it helps me
retain staff and reduce absence."

- Stephanie Cushley,
P Cushley Decorators

What should you do next?

Make sure all your staff know about WHSS
and the free, confidential help we can
provide. You can refer employees who you
think might benefit from our support, or
they can reach out to us directly.



WHSS is available
across Scotland,
5 days a week from 8am to 8pm

To learn more,
visit whss.salus.co.uk
or call 0800 019 2211





Community Benefit Gateway

Work in the third sector? This can be a community group, voluntary organisation, charity, social enterprise or co-operative, or are you an individual providing a benefit to your local community or environment.

Is there anything you 'need' to help you support your work that would benefit your community? This means you are improving the economic, social, and environmental wellbeing of your local area, and are not looking for funding.

Heard of the Community Benefit Gateway? This is an online portal which allows NHS suppliers to identify, match and potentially supply your third sector approved need as part of their NHS contract.

If you would like more information contact our Workplace Team at gram.hwl@nhs.scot



Community Benefit Gateway

Connecting NHS Scotland suppliers with third sector

organisations to **reduce health inequalities** and **improve wellbeing in communities**



Watch the 3rd sector video



<https://www.nss.nhs.scot/procurement-and-logistics/governance-and-sustainability-services/access-our-community-benefit-gateway/>



Why should my organisation get involved?

The CBG is a platform that will help you to showcase your community initiative (or 'need') to many NHS Scotland suppliers who can offer you support in the delivery of community benefits aiming at improving the lives of the people in our communities.

What type of support community organisations can receive through the CBG?

Your organisation can benefit from receiving the support of NHS Scotland suppliers in, for example, work placement opportunities, provision of professional advice, donation of equipment, environmental proposals...and much more!

How to get involved?

For further information, user guides and how to register your organisation you can visit <https://www.nss.nhs.scot/procurement-and-logistics/governance-and-sustainability-services/access-our-community-benefit-gateway/>

Supporting employees with disabilities and long term health conditions



Are you missing out on an un-tapped pool of talent? Sections of our society, particularly disabled people and people with health conditions, are under-represented in the workforce. Research shows that recruiting candidates from these groups can benefit your business.

- Stronger teams who look out for each other
- Reduced staff turnover
- A positive image that encourages all job applicants to view you as a good place to work

Aberdeen City Council ABZ Works, in partnership with Department for Work & Pensions (DWP), hosted a recent event at Aberdeen Art Gallery for employers looking to find out more about supporting workers with long term health conditions and disabilities.

Employers heard first-hand from a range of speakers as well as from a local charity who champion diversity through their status as a Disability Confident Leader. NHSG Public Health Team presented about the business benefits of addressing staff wellbeing, retention and development and importance of keeping staff at work and reducing absenteeism

If you'd like to learn more about the support available to you the DWP will be running a number of sessions in January 2026. See links below to sign up for a session.



Above: Alan Macdonald, Disability Employment Advisor, DWP



ACCESS TO WORK



Access to Work
Making work possible
gov.uk/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 support with raising awareness of the Access to Work grant scheme. Please see links to their upcoming sessions in January 2026. 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.

14/01/2026 13:30-15:00 <https://AtW-Session-14-01-25.eventbrite.co.uk> Password: DWP2026
20/01/2026 13:30-15:00 <https://AtW-Session-20-01-26.eventbrite.co.uk> Password: DWP2026
22/01/2026 13:30-15:00 <https://AtW-Session-22-01-26.eventbrite.co.uk> Password: DWP2026

Access to Work Payments: This session covers reasonable adjustments, the Health Adjustment passport (HAP), what Access to Work is, what it can fund, eligibility and how to complete claim forms. There will be opportunity for Q&A at the end of the session.

28/01/2026 13:30-15:00 <https://AtW-Payments-28-01-26.eventbrite.co.uk> Password: DWP2026



Business and Volunteering Partnerships for Employers

Aberdeen & Grampian Chamber of Commerce

is a membership organisation which sits at the heart of the North-east business community, creating the connections which grow our local economy through a range of events. Non Members can attend many events.



Aberdeen & Grampian Chamber of Commerce



ABERDEEN INSPIRED
BUSINESS IMPROVEMENT DISTRICT

Aberdeen Inspired is the award-winning voice and champion for a network of almost 700 city centre businesses, striving to make the city centre the best it can be.



The **Business Bulletin** is published 10 times per year and reaches over 10,000 business people in the North-east per edition. As a member of the Chamber, you can promote your organisation in our print magazine through news, blogs, features and opinions.

If you are looking to grow your network, meet like-minded business people and hear from inspiring expert speakers, then you need to book a seat at one of our **Business Breakfasts!**



Moray Chamber of Commerce represent, connect and support local businesses to enable them to thrive and grow.

Learn more

Volunteers are at the heart of **VSA** and we have a wide variety of opportunities available across our organisation. You could volunteer at one of our services; provide event support to our fundraising team or help us at our farm. We have something for everyone!



AVA can help with all aspects of volunteering in Aberdeenshire, from awards and opportunities to advising groups on taking on and managing volunteers.

Volunteering in Aberdeen City

Volunteering is often referred to as the golden thread that connects everything that is good about our city together. Volunteers provide immense help in Aberdeen and volunteering is one of the most rewarding things you can do. **Get involved**





***The Workplace Team wish you all
a safe and happy Festive Season,
and look forward to working with
you in the New Year***



Like and follow us on Facebook

<https://www.facebook.com/NHSGWorkplaceHealth>