

Workplace Late Summer Newsletter



Welcome to the Workplace Late Summer Newsletter 2026

As August gets underway, we hope you have been enjoying the summer weather and making the most of opportunities to spend time outdoors.

In this late summer edition of our newsletter, we would like to draw your attention to NHS Grampian's Director of Public Health Annual Report. This year's report focuses on Women's Health and highlights the important role employers can play in improving health outcomes for women and reducing health inequalities across Grampian.

We also aim to provide a range of information to support your employee wellbeing programmes, including training opportunities, useful resources, and practical wellbeing tips.

Please share this newsletter across your organisation and with members of your working groups. If you are moving on to a new role, we would be grateful if you could let us know and provide updated contact details.

If you would like to share examples of your wellbeing initiatives, have any questions, would like to subscribe to future editions, or wish to unsubscribe, please contact us at gram.hwl@nhs.scot.



Like and follow us on Facebook

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

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August and September Campaigns



World Breastfeeding Week, 1st - 7th August

For the first time since data began in 2002, more than half of babies (51%) in Scotland are being breastfed or receiving breastmilk at 6 - 8 weeks of age. Increasing breastfeeding rates is beneficial to both mother and baby. Mothers who breastfeed lower their risk of breast and ovarian cancers and babies who are breastfed have fewer infections and have a reduced risk of obesity, type 2 diabetes and cardiovascular issues.



Learn more about
World Breastfeeding
Week [Here](#)

What you can do as a business?

- Adopt a Breastfeeding and Returning to Work Policy to assure pregnant and breastfeeding employees that should they wish to, they will be supported to continue breastfeeding on returning to work.
- Sign up to the Breastfeeding Friendly Scheme for Businesses **[Fill | Breastfeeding Friendly Scotland Scheme - NHS Grampian Sign Up](#)**
- Are you an Early Years Setting? Get more information about how to join the Breastfeeding Friendly Early Learning Award Scheme **[Breastfeeding and your business](#)** or email **gram.bffscotland@nhs.scot** for more information.

Cycle September

Cycle September is a fun, free and friendly challenge that's open to all riders of all levels. Ride as an individual or sign up as an workplace and compete between departments or other workplaces of a similar size.

[Learn more](#)

LOVE TO RIDE



Bike Rental Schemes in Aberdeen

voi.

Across the UK e-bike rental schemes are incredibly popular and now there is a new provider in Aberdeen, Voi. These are great if you:

- Want to try an e-bike without purchasing one
- Can't afford a bike
- Cannot store a bike
- Are not local to the area

Full details on the Voi website:

<https://www.voi.com/city/aberdeen>

Note your first ride is free, so why not give a Voi a go?

Bike Rental Schemes in Aberdeenshire and Moray

In Aberdeenshire you can hire an e-bike to cycle along the Formartine & Buchan Way from one of 9 towns. You can hire one of these electric bikes in 2-hourly slots, at a cost of £6.60 per two hours. Book the e-bikes using the mobile phone app "MOQO". For more information:

Aberdeenshire E-bike Hire

In Moray there is Outfit Moray: Bike Hire in Moray from Bike Revolution at Outfit Moray. You can also rent a traditional bicycle, adapted bicycle or cargo bike. Costs depend on the model of bike.

Outfit Moray Bike Hire



Find local cycling routes and maps across Aberdeen City, Aberdeenshire and Moray.



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.



For more information on the cycle to work scheme click Here

World Suicide Prevention Day , 10th September

SAMARITANS

1 in 4 of us has had suicidal thoughts.

World Suicide Prevention Day is on 10th September and the message is: If you think someone might be suicidal, take action, interrupt their thoughts and show them you care. Prevent suicide today. Because tomorrow's too late.

Suicide is not inevitable. You can interrupt someone's suicidal thoughts. You could save a life.

Learn more



Prevent Suicide
North East of Scotland
Get the App

For more upcoming campaigns click here

Director of Public Health Annual Report 2025 – Women's Health

Why Employers Have a Key Role to Play

Women's health is not only a healthcare issue; it is also a workforce, economic and community issue. This year's NHS Grampian Director of Public Health Annual Report focuses on Women's Health and highlights the important role employers can play in improving health outcomes for women and reducing inequalities across the region.

Creating supportive workplaces through flexible working, inclusive policies, open conversations and access to wellbeing support can help women thrive at every stage of life. Employers can also support prevention and early intervention by promoting employee wellbeing, encouraging participation in screening programmes and signposting staff to appropriate support services.

The report recognises that improving women's health requires collective action across many sectors, including employers. By creating inclusive and supportive workplaces, organisations can help improve staff wellbeing, reduce inequalities and support a healthier, more productive workforce.

The report is available in a range of formats, including a full report, summary report and short videos that provide an overview of each section. Visit: [Director of Public Health's Annual Report](#)

Help Shape NHS Grampian's next Director of Public Health Annual Report

Exploring the challenges and opportunities that affect the health of Grampian's working-age population

NHS Grampian is beginning work on the next Director of Public Health Annual Report, which will focus on working-age population health and the relationship between health and work. The report will help identify opportunities for collective action across Grampian to improve health, reduce inequalities and support a healthy, productive workforce.

As employers play a vital role in supporting the health and wellbeing of their workforce, we are keen to hear from organisations across the public, private and third sectors.

If your organisation would like to contribute case studies, examples of good practice or perspectives on workplace health and wellbeing, we would welcome your involvement. Please email: gram.hwl@nhs.scot.

Further information on how to get involved will be shared in the coming months.

Director of Public Health
Report 2025



Women's Health



Working Together to Improve Women's Health in Grampian

Upcoming training and awareness sessions:

- **Neurodiversity Awareness Training (20th August, 2pm - 3pm):** This training brings a focus to neurodiversity, what this term means and the most common neurodiverse conditions. Taking a closer look at individual neurodiverse conditions will provide the opportunity to identify specific adjustments that could support individuals in the workplace.
- **Mentally Healthy Workplace Training for Managers and Supervisors (Thursday 27th August (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 (Tuesday 1st September, 1pm - 2pm): Breathing Space NHS24:** Breathing Space is a free and confidential phone service for anyone in Scotland over the age of 16 feeling low, depressed or anxious. Increase your knowledge and understanding of Scotland's phone line and webchat service.
- **Menopause Awareness for Managers and Supervisors (Tuesday 15th September, 2pm - 3pm):** Bitesized awareness session. Attendees will deepen their understanding of how the menopause impacts employees in the workplace, and will discuss the business and legal case for addressing menopause in the workplace.
- Public Health Scotland will be running their next **Mentally Healthy Workplace Training (MHWT) Train the Trainer 2 day course on 26th August**, 10am - 4pm. If you are a large organisation and are interested in attending this training to run your own workplace sessions click [Here](#) for more information.

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

gram.hwl@nhs.scot





ACCESS TO WORK



Department
for Work &
Pensions

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 June and July. To book a place please use each of the individual links for the relevant events.

This 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.

09/09/2026 13:30-15:00 <https://AtW-Session-09-09-26.eventbrite.co.uk>

Working Health Services Scotland

If you or your employees have a health condition impacting work, they could benefit from Working Health Services Scotland (WHSS). They provide free and confidential advice and health support for the self-employed and people working in companies with fewer than 250 employees.

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

Visit: WHSS

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

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



Working
Health
Services
Scotland



To register or find out more about how Working Health Services Scotland (Grampian) can help you call: **0800 019 2211**

Why become a Carer Positive Employer?

The **Benefits to Employers** for becoming a 'carer friendly' workplace includes reduced sickness absence and reduced levels of stress, lower training and recruitment costs, increased productivity and staff morale, and an enhanced reputation of being an 'employer choice'.

Start your Carer Positive journey



State of Caring Survey - have your say!



Carers UK would really like to hear your experiences of being an unpaid carer in 2026. Please fill out our survey by 11.59pm on Sunday 9 August.

Every year, thousands of carers and former carers take part in this annual State of Caring survey, helping to build the most comprehensive picture of unpaid carers' lives in the UK. Your experiences matter, and by taking part you will help ensure that carers' voices are heard by policymakers, health and care services, employers and the wider public.

State of Caring Survey 2026

CIPD

Fair, skilled and innovative work for Scotland

CIPD 2026 manifesto

February 2026

Fair work is good for employees, for organisations and for Scotland

Fair work is not just a moral issue; it is also linked to organisational outcomes. There is a growing body of evidence, including from the CIPD's **Working Lives Scotland report** that shows improving job quality boosts individual wellbeing, but also employee performance, which can drive organisational productivity and, in turn, the country's prosperity.

This manifesto sets out the CIPD's priorities for strengthening the Scottish labour market in the face of economic, social and technological change. It highlights the key challenges facing employers and workers and outlines practical recommendations to support fairer, more skilled and more innovative workplaces.

[Read the manifesto](#)

What is the Fair Work Convention?

The **Fair Work Convention** acts as an independent advisory body to Scottish Ministers. It has been in place since April 2015.

The Convention's vision is that people in Scotland will have a world-leading working life where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations and society.



The Fair Work Self-Assessment Tool for Workers has been developed by Scottish Enterprise, in conjunction with the Scottish Government, Fair Work Convention and other partners.

The tool allows individual workers to self-assess how fair their workplace is, as well as providing functionality for employers, trade unions and worker groups to understand workers' experiences.



Employment Rights Act 2025: Guidance for Businesses and Workers



Preparing for
changes as an
employer

Access the benefits of
enhanced **workers rights**

Community Benefit Gateway for Third Sector and Community Groups



Do you 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



National Services Scotland

**Save the
Date**



**Empower Aberdeen 2026
Wednesday 7th October 10am - 2pm
Aberdeen Music Hall**

Empower Aberdeen is the city's largest multi-charity support and advice event bringing together 60 organisations under one roof to help people access the right support, at the right time. From health and housing to money and energy, this is your one-stop drop-in for local help and practical advice.

How Can

Aberdeen Help You?

Free support. Expert advice. Real solutions.

Empower Aberdeen

- Get free, impartial advice from 60 leading charities
- Access grants and funding
- Discover support for health, housing, money & more



📍 Music Hall, Union St, Aberdeen AB10 1QS

📅 Wed, 7 October | 10:00 AM - 2:00 PM



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**.



Public Health Scotland Free Online 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](#)

EQUALLY SAFE AT WORK

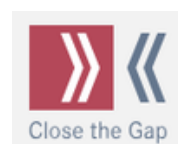
**Become an Equally Safe at Work
accredited employer**

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

The Equally Safe at Work 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.

Learn more about **[Equally Safe Scotland](#)**



Healthpoint

NHS Grampian Healthpoint is your one-stop health information service, offering free, confidential information, advice and signposting to trusted local services. Whether you need support for yourself, a family member or someone you care for, Healthpoint can help or direct you to the right place. Support includes:

- Stopping smoking
- Accessing NHS services
- Carer support
- Employability advice
- Welfare and benefits information
- Cost of living support
- Health conditions, and practical ways to improve your health and wellbeing

Find out more at NHS Grampian **Healthpoint** or call **08085 202030**.



NHS Grampian Health Information Resource Service

Health Information Resources Service



Health education leaflets and posters.



Publications, displays and activities for health campaigns and events.

A free service for all NHS staff, local authority and other professions and the general public with an interest in health.

- Leaflets
- Posters
- Virtual/downloadable material
- Loan library including: educational games, activity materials, models and other equipment.

To Order

Health Information Resources Service

Summerfield House
2 Eday Road
Aberdeen, AB15 6RE

Tel: **01224 558504**

web: **www.nhsghpcat.org/HPAC**



Free Condoms



The condom distribution service is for professionals in Grampian who wish to provide free condoms to their service users.

We also offer a free condom postal service to the general public.

Tel: 01224 558504

web: **www.nhsghpcat.org/HPAC**

email: **gram.freecondoms@nhs.scot**



Contact Information...

Contact Details:

Tel: **01224 558504**

web: **www.nhsghpcat.org/HPAC**

Health Information Resources Service

email: **gram.resources@nhs.scot**

Free Condoms Service

email: **gram.freecondoms@nhs.scot**

Opening Hours:

9.00am - 3.30pm

CLOSED

Monday - Friday

Saturday - Sunday

Visitors by appointment.



Scan here



If you would like to contact the workplace team with any questions regarding our services, resources or training, please email us on: gram.hwl@nhs.scot



Useful Links:

- [NHS Grampian Health in the Workplace](#)
- [Healthy Working Lives Scotland](#)
- [NHS Grampian Health Information Resources Service](#)



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