

Workplace Autumn Newsletter



Welcome to the Workplace Autumn 2026 Newsletter

As we move into autumn, there are still plenty of events taking place across Grampian, with something for everyone to enjoy and get involved in, from Aberdeen City to Aberdeenshire and Moray. We hope you find the activities and opportunities featured in this edition both interesting and useful.

In this newsletter, we aim to provide information and resources to support your employee wellbeing programmes, alongside training opportunities, relevant research, and practical ideas that can help promote health and wellbeing within your organisation.

Please feel free to share this newsletter with colleagues and members of your working groups. If you are moving to a new role or organisation, we would appreciate it if you could let us know and provide your updated contact details.

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



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

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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 working 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.

Over the coming weeks, we will be sharing further details on how you can have your say and play an active role in shaping this work going forward. If you'd like to read last year's Annual Report which focused on women's health we have included the link below.

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Director of Public Health
Report 2025



Women's Health



Working Together to Improve Women's Health in Grampian

Read last year's Director of Public
Health's annual report [Here](#)



October & November Campaigns

October is World Menopause Awareness Month

The 18th of October is World Menopause Day. Did you know that of the estimated 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, this can be avoided. [Learn more](#)

The theme for this year's **menopause day** is chronic pain.

Chronic pain affects a significant proportion of women during and after the menopause transition, yet it remains underestimated in both research and care.



The Women's Health Platform sets out information on women's health at key stages of life, from puberty to later years.

Visit the Women's Health Platform [Here](#)

Employment Rights Act 2025 and Menopause

What you need to Know

Menopause can have a huge impact on people's lives both in and out of work. However, 46% will not disclose their symptoms through fear of negative perception. Giving people the confidence to speak up can make a huge difference.

Educating and informing leaders and managers to understand what menopause is, how it can affect an employee and how your business can help means they can have great conversations and provide the right support at work.

For more information and to learn about becoming menopause friendly accredited click [Here](#)



MENOPAUSE FRIENDLY UK

**BREAST
CANCER
NOW****October is Breast Cancer Awareness Month and
Friday 23rd is Wear it Pink day**

Breast Cancer Now's Wear It Pink Day is one of the biggest awareness raising events in the UK. Taking place during Breast Cancer Awareness Month, thousands of amazing people wear pink in their communities, schools or workplaces to support Breast Cancer Awareness Month. To find out what you can do and to download resources click [Here](#).

 STOP TOBER

Stoptober is Scotland's annual public health campaign encouraging people to quit smoking or vaping for 28 days, with support from your local NHS services. If you live in Grampian and would like free help and support to stop smoking or vaping then you can contact the NHS Grampian Public Health [Healthpoint service](#) or call **08085 202030**.

Healthpoint

**World Mental Health Day, 10th October**

Poor mental health is not inevitable, and World Mental Health Day is an opportunity for us all to talk about mental health and consider how, together, we can help everyone have better mental health.

[Mind Yer Mind](#) is a campaign to provide simple, practical ways for people to look after their mental wellbeing. See the following page for these evidenced based tips to support your wellbeing.

1

Staying in touch with **family & friends** can help us to feel happier & more secure.

Good connections provide emotional support and allow you to support others!

active

2

Being active is great for our mental health.

If you're thinking about taking up an activity, choose one that you'll enjoy & can make **part of your life**.

3

learning

Learning something new activates the release of the 'feel-good' chemical **dopamine** which helps you cope with **stress**, & increases your **energy levels & immunity**.

mind yer mind

connections

Simple tips to help you look after your mental wellbeing

5

Paying more attention to the present moment '**mindfulness**' can help you enjoy life more

It can positively change the way you feel & how you approach challenges.

taking
notice

4

Showing kindness is good for **other people's mental wellbeing** as well as our own.

Acts of kindness could be small gestures, or big ones like volunteering for a charity.

giving



Aberdeenshire
Community Planning Partnership



@mindyermind
mindyermind.com



Step into Autumn with Walking Scotland

Did you know that a physically active workforce is less stressed and takes 27% fewer sick days per year? As well as the physical, mental and social benefits of walking, a workplace where people walk more can reduce its environmental impact.



Move through the changing seasons with the Autumn Step Count Challenge. The 6-week team challenge starts Monday 12 October 2026 and is a great way to keep motivated as the days shorten. Take on the challenge and join us for an autumn of walking and wheeling!

To find out more about this year's Autumn Step Count Challenge click [Here](#).

To sign up for our next Keep Active in the Workplace session on 5th October email: gram.hwl@nhs.scot

World Diabetes Day 14th November

Diabetes in Grampian

The most recent Scottish Diabetes Survey data (2023) revealed that 33,919 people in Grampian were living with Diabetes and it is estimated that an additional 3,000 people may have undiagnosed Diabetes.

Prevention, Early Detection and Intervention of diabetes and its complications are key to reducing harm. Adopting a healthier lifestyle with the aim of achieving better health and a healthier weight can help you reduce the risk of developing diabetes or self-manage your diabetes. For further information and to learn about what support is available in Grampian visit: [Diabetes in Grampian](#)



Movember is the leading charity changing the face of men's health on a global scale, focusing on mental health and suicide prevention, prostate cancer and testicular cancer. Right now, men die nearly five years earlier than women – mostly from preventable reasons.

Movember is the time to go all-in to change men's health. And the best part is, you can have fun while doing good.

For more information on men's health, raise awareness and access resources click [Here](#)

[Prepare for upcoming campaigns](#)

Challenge Poverty Week 5th - 11th October

Challenge Poverty Week highlights the injustice of poverty in Scotland, and 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.

Each year, hundreds of organisations in Scotland do just that, including elected representative, charities and NGOs, local authorities, faith groups, businesses, schools and colleges, trade unions, professional bodies and more.

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Cowdray Hall in Aberdeen will host a special event on 5 October 2026 to mark Challenge Poverty Week, which runs from 5 to 11 October 2026. The Fairer Aberdeen Fund partners are inviting attendees to participate in this initiative focused on raising awareness of the live poverty challenge. Various performers will be part of the programme as the event aims to highlight community issues. Entry to the gathering is free. Learn more [Here](#).

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Empower Aberdeen brings together 60 trusted charities and services for one day at The Music Hall. On **Wednesday 7 October, you can access free, face-to-face support on a wide range of issues affecting households across the city.** From funding and community services to everyday challenges, this is a chance to get clear, reliable advice and connect directly with organisations that can help you. Learn more [Here](#).



**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

scarf
charity group community

FREE

[Find more local Challenge Poverty events](#)

Real Living Wage Week 9th - 15th November

NHS Grampian is proud to be an accredited **Living Wage** employer alongside more than 250 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
Helps to differentiate them from competitors
Staff report it makes a real difference to their lives

If you would like to play your part in creating a more just and compassionate society by becoming Living Wage accredited please get in touch with rachel.morrison-mccormick@povertyalliance.org to discuss.

If you would like more information on the Accreditation click [here](#) or for more information on Living Hours click [here](#)



Carers Rights Day 2026



This year Carers Rights Day is taking place on **Thursday 19 November**, and this year's theme is about coming together to help people recognise sooner that they're a carer. Because knowing you're an unpaid carer is the first step to knowing your rights and getting the support you are entitled to.

For many people, it can take years before they realise that they're a carer. Often, they simply see what they do as part of being someone's partner, parent, family member, friend or neighbour. And all that time they could be missing out on the support and rights available.

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](#)

Upcoming training and awareness sessions:

- **Keep Active at Work: Reducing Sedentary Behaviour:** (Monday 5th October, 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.
- **Mentally Healthy Workplace Training for Managers and Supervisors (Thursday 19th November (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 24th November, 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.
- Public Health Scotland will be running their next **MHWT Train the Trainer on 27th October**. 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



**Healthy
Working
Lives**



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 June and July. 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.

05/11/2026 13:30-15:00 Register here: <https://AtW-Session-05-11-26.eventbrite.co.uk>

11/11/2026 13:30-15:00 Register here: <https://AtW-Session-11-11-26.eventbrite.co.uk>

19/11/2026 10:30-12:00 Register here: <https://AtW-Session-19-11-26.eventbrite.co.uk>

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

Is ill health affecting your workplace?

- ✓ Support health, prevent absence
- ✓ Access free NHS support
- ✓ Free guidance for workplaces
- ✓ Free rapid support for employees



Meet the Buyer North 2026

NHS Grampian attended the Meet the Buyer North Event on Thursday 3rd September. This event is designed to support micro, small and medium sized businesses in the North of Scotland, including the Highlands and Islands, to engage with business opportunities in the public sector. However, businesses of all sizes are welcome to attend Meet the Buyer North.

This was also a great opportunity to promote the Community Business Gateway. If you work in the third sector, are a community group, voluntary organisation, charity, social enterprise or co-operative, or are an individual providing a benefit to your local community or environment the **Community Benefit Gateway** might be able to support you.

For more information contact: gram.hwl@nhs.scot.



From left: Nicole Davison from Public Health Workplace Team and Peter Obosi, Lisa Pattullo, Stuart Liston and Jennifer Yeomans from NHS Grampian Procurement



Community Benefit Gateway

**Public Services Delivery
Scotland**

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

Aberdeen & Grampian Chambers of Commerce News



Are you an AberMoaner or an AberLover?

That was the question put to business leaders at Aberdeen & Grampian Chamber of Commerce's Business Breakfast on 17th September, as guests were asked whether they feel optimistic or downbeat about the future of Aberdeen and the North-east.

The Chamber used the breakfast to unveil its latest **Investment Tracker**, identifying £46billion of investment planned or underway across Aberdeen and Aberdeenshire. From major energy projects and new infrastructure to housing, regeneration and tourism, the tracker highlights the scale of development taking place across the region.

Guest speaker, Wayne Hemingway MBE delivered a thought-provoking and passionate talk, sharing insights from his work in revitalising cities and regions around the world through the power of narrative and place-based rebranding.

Are you an AberMoaner or an AberLover - watch the video [Here](#).



ChamberTalk

Check out the latest Chamber Talk podcast hosted by the Aberdeen & Grampian Chamber of Commerce.

This episode features Laura Skaife-Knight, Chief Executive, NHS Grampian. Laura discusses priorities for the year ahead, attracting talent to the North-east, and working hand-in-hand with the business community. Listen to the podcast [Here](#).



Laura Skaife-Knight, Chief Executive, NHS Grampian

What's on across Aberdeen, Aberdeenshire and Moray

The **Table Tennis Project CIC** is SpinLab's social impact project using table tennis to help tackle child poverty, food insecurity and inequality in Aberdeen. Find out how SPINLAB are creating free, welcoming ways for young people to play, eat, connect and develop. By removing some of the barriers that stop young people accessing sport and the opportunities that come with it SPINLAB offer a safe, welcoming city space where young people can be active, build confidence and make connections. No expensive kit, no experience required, just an open door and a place at the table.

SPINLAB



Discover the magic of the 2026 **Moray Festival**, a lively celebration designed to bring our community together. With a huge amount of exciting events and workshops, there is something for every age and interest.

At MADE we establish projects that address local issues in communities across the region of Moray, Scotland. Driven by the ethos of having a positive social impact through grassroots collaboration, our aim is to build, adapt and respond creatively with and for local people. **Learn more.**

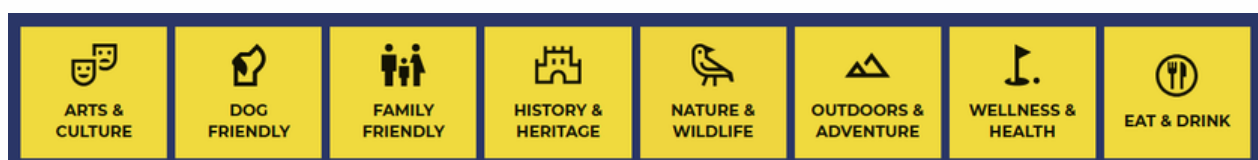
made
COMMUNITY DRIVES CREATIVITY

Experience the extraordinary

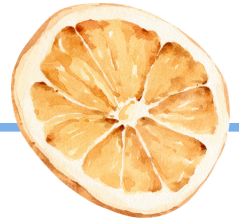


Welcome to **Aberdeen and Aberdeenshire**, where every visit brings something extraordinary.

Explore timeless castles, breathtaking beaches, world-class food and drink and outdoor adventures shaped by our dramatic landscapes. Let us help you uncover the best of the north-east of Scotland.



Winter Health



Vitamin D Supplement Advice

It's important that people get enough vitamin D. Vitamin D has a number of important functions and is needed to support bone and muscle health. Everyone in Scotland should consider taking a supplement between October and March. Our main source of vitamin D is sunlight. In Scotland, we only get enough of the right kind of sunlight for our bodies to make vitamin D between April and September.

Since vitamin D is found only in a small number of foods, it might be difficult to get enough from foods that naturally contain vitamin D and/or fortified foods alone. Good food sources are oily fish and eggs. Other food sources include fortified foods such as breakfast cereals and spreads.

Taking a daily vitamin D supplement:

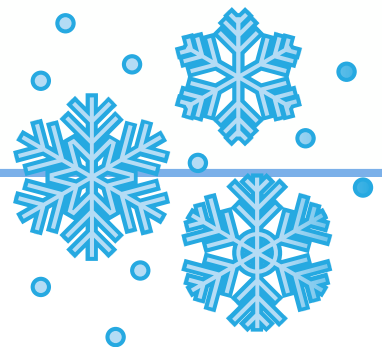
Everyone (including children) should consider taking a daily supplement containing 10 micrograms/ μg of vitamin D (400 IU), particularly during the winter months (October-March). It is specifically recommended that groups at higher risk of vitamin D deficiency take a daily supplement all year round.

These groups include:

- All pregnant and breastfeeding women.*
- Infants and children under 5 years old.*
- People who have low or no exposure to the sun, for example those who cover their skin for cultural reasons, are housebound, confined indoors for long periods or live in an institution.
- People from minority ethnic groups with dark skin such as those of African, African-Caribbean and south Asian origin, who require more sun exposure to make as much vitamin D.

For more information and guidance, visit [**Vitamin D Food Standards Scotland**](#)

***These are provided by your midwife, family nurse or health visitor, up to the age of 1.**



Winter Vaccines: When and how can I get the vaccines?

The flu and coronavirus vaccines are being offered from September 2026. If you're eligible, you'll get a letter, email or text with appointment details or information on how to book one.

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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