

Winter Newsletter 2026



Welcome to the Workplace Winter Newsletter

After a mild start, winter has certainly made itself known. In January, snow brought much of the North East to a standstill, leaving many communities cut off from essential services. This was followed by heavy rain and flooding across the region. We hope everyone is managing to stay warm and safe as the winter continues.

To support you over the coming weeks, we have included links to NHS Grampian's Keeping Well in Winter booklet. This booklet provides information on who to turn to when ill or injured, emergency contacts, cost of living support and tips for 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>

Table of Contents

- Keeping Well this Winter Booklet
- February & March 2026 Health Campaigns
- Workplace Training Programme
- Mentally Flourishing Workplaces Guidance and Toolkit, and Public Health Scotland Learning Zone
- Introducing NHS Grampian's New Sexual Health Service
- Cost of Living Support and Workplace Financial Support
- Living Wage Hours and Pensions, and Carers Positive Accreditation
- Working Health Services Scotland (WHSS)
- Access to Work winter sessions
- Community Benefits Gateway for Third Sector Organisations and Community Groups
- Networking Opportunities and What's on across Grampian



Keeping Well this Winter

We want everyone to keep warm, safe and well this winter. The NHS Grampian winter support booklet is 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



**time to
talk day**
05/02/26

See Me
End mental health
discrimination

Take part in the nation's biggest mental health conversation on Time to Talk Day, 5 February 2026.

Taking the time to talk about mental health can reduce stigma and can encourage people to seek help when they need it. The theme in Scotland this year is Making places stigma free for everyone. **Learn what you can do to help make your workplace stigma free for everyone.**



February is National Heart Month

If you have questions about your heart health or want reliable information about managing a condition, the British Heart Foundation can help

Learn more



Leading Scottish Health Charity Launches Grampian Health Hub

The launch of the **CHSS Grampian Hub** at Aberdeen City Vaccination & Wellbeing Hub at the Bon Accord Centre in Aberdeen and at Get Active Northfield (Sport Aberdeen) is part of the charity's commitment to expanding its services to reach 175000 people by 2028.

The **Grampian Hub** will offer free health checks such as blood pressure and cholesterol checks, as well as advice and information to assist in the prevention of our conditions whilst also supporting individuals to live well with their existing conditions.

A tailored Women's Health service will also be piloted, supporting women's heart health through the delivery of women's specific groups, discussions and establishing a better network with new and existing partners in the area.

Did you know that almost 1 in 2 adults in the UK have high cholesterol?

Take action during Heart Month to reduce your risk of developing heart and circulatory diseases.

Know and understand your cholesterol levels.





International Women's Day

International Women's Day (IWD), is celebrated annually on March 8, and is a global day celebrating the social, economic, cultural, and political achievements of women. The day also marks a call to action for advancing gender equality. The theme for 2026 is 'Give to Gain'.

Learn about this globally celebrated day and how your workplace can get involved

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.

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.

DELIVERING
EQUALLY SAFE



Read the compelling Business Case for supporting Menopause at Work



MENOPAUSE FRIENDLY UK

Bitesize Session

To sign up for our next Menopause in the Workplace session on Wednesday 4th February email: gram.hwl@nhs.scot

The Midlife Mingle Moray



The Midlife Mingle offers support to women in Moray who are going through the menopause



Healthpoint

National **No Smoking Day** takes place on Wednesday 11th March.

If you're thinking of stopping smoking, why not call NHS Grampian Public Health Healthpoint service **free** on **08085 20 20 30** or follow the link below to request a call back to speak to an advisor who can help you find the right support for you **Support to stop smoking**

Prepare for upcoming campaigns

NHS GRAMPIAN PUBLIC HEALTH WORKPLACE TEAM - TRAINING AND AWARENESS SESSIONS

- **Menopause Awareness for Managers and Supervisors (Wednesday 4th February, 10am - 11am)** : 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.
- **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.
- **Home Energy Scotland (Monday 16th February, 2pm - 3pm)**: This interactive session is for anyone who would like impartial energy advice on how to save money. Please encourage all staff to sign up for this session.
- **Mentally Healthy Workplace Training for Managers and Supervisors (Thursday 5th March, 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.
- Public Health Scotland will be running their next **MHWT Train the Trainer 2 day course on 17th and 19th March**. 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**

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**.



Mentally Flourishing Workplaces Webinar

In November 2025 NHS Grampian's Public Health Workplace Team hosted a webinar to introduce Public Health Scotland's Mentally Flourishing Workplaces (MFW) Framework, as part of an overview of population mental health and wellbeing at work. Aberdeenshire Health and Social Care Partnership recently adopted the framework and gave a case study review at the webinar. It was great to see some of our workplaces attend the webinar, and to see everyone's interest in the framework.

If you would like to learn more about the framework and how you can implement it in your workplace, email the workplace team on **gram.hwl@nhs.scot**

The seven dimensions of the Mentally Flourishing Workplaces Framework



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](#)



Introducing NHS Grampian's New Sexual Health Services Website

Grampian Sexual Health Services are excited to announce the launch of our new website, designed to make accessing information and support easier than ever. Whether you're looking for advice, testing, treatment, or resources, our site is here to help people take control of their sexual health.

What's new?

- Clear, user-friendly design – Find what you need quickly and easily.
- Accessible – Information available in other languages, video formats and easy read.
- Comprehensive and up to date information – Learn about contraception, STI testing, PrEP, and more.
- Online booking – Schedule appointments at your convenience.
- Confidential and accessible – Privacy is important, and our services are open to everyone.
- Professionals area - links to training, resources, guidelines and more for anyone working with the public.

Why does this matter?

Sexual health is an important part of overall wellbeing. Our new website ensures that accurate, up-to-date information and services are just a click away, helping everyone make informed choices and access care when they need it.

Visit us today: [Grampian Sexual Health Services](https://www.grampiansexualhealthservices.com)

Together, let's make sexual health simple, accessible, and stigma-free. To order free posters and other promotional materials visit: [Health Information Resources](#)

publichealth
helping health happen

Grampian Sexual Health Services

NHS
Grampian

How can we help you?

Where? **Aberdeen** **Elgin** **Fraserburgh** **Peterhead**

To learn more about your **free** and **confidential** Sexual Health Service, visit the website or give us a call.

Scan here to find out more → [grampiansexualhealthservices.com](https://www.grampiansexualhealthservices.com)
0345 337 9900

Free Condoms and Lube
Scan here to find condoms near you →

A safe space to talk about your concerns, get advice and pick up supplies.

Under 18s Drop-In Clinic
Aberdeen Health Village
You can walk in or phone and book ahead. 0345 337 9900

Scan here for opening times and further information →

Contraception
Information, advice and supplies.

Emergency Contraception
Pill
(Threats five days to take, depending on pill). Available free from most pharmacies.
or
Copper Coil
(Five days to get, after unprotected sex).
If you think you may need emergency contraception get in touch **as soon as possible** or ring NHS24 (111) out of hours.

Testing & Treatment
For sexually transmitted infections (STIs) and blood borne viruses (BBVs).

Pregnancy
Unplanned pregnancy advice and discussion about your options.
If you have an unplanned pregnancy or think you might be pregnant, contact us ASAP on 01224 655535.

Advice About Preventing HIV Infection
PrEP HIV Pre-Exposure Prophylaxis
PEP HIV Post-Exposure Prophylaxis
If you need PEP when we're not open call NHS24 (111) ASAP.

PHC 255273 2405276 (March 21)



Living Wage Hours

Insecure work disproportionately affects the lowest-paid workers in industries such as retail, health and social care. Research from the Living Wage Foundation in August 2023 concluded that over 9% of workers in Scotland are in insecure work and paid below the Living Wage - approximately 250,000 workers.

To find out more about the real Living Wage, Living Hours and Living Pensions click [Here](#)

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.

Supporting the financial wellbeing of your employees and you!

Money worries can have a huge impact on your mental health – financial stress can lead to sleepless nights, anxiety, and an inability to fully focus on your work. And the cost of living crisis is making this situation even more critical for some of us.

However, as an employer, there are some **steps you can take** to help your staff to manage their financial wellbeing.



Two-thirds of employees who are struggling financially report at least one sign of poor mental health that could affect their ability to function at work. These include loss of sleep, poor concentration, and reduced motivation.

Need urgent help with money, food or fuel?

Your local council may be able to help you if you need help with things like food, heating and electricity. Click [Here](#) if you need help with the cost of living.



Scottish Government
Riaghaltas na h-Alba

State of Caring

The cost of caring in Scotland 2025



State of Caring: the cost of caring in Scotland 2025

Throughout Scotland, 627,715 people are providing unpaid care to family member, partner, friend, or neighbour who is disabled, has an illness or long-term condition, or who need extra help as they get older.

Every day nearly 1000 people in Scotland will become unpaid carers, 44% of whom will be in employment.

[Read the Report Here](#)

Are you a Carers Positive Employer?



Every day, 12,000 people in the UK 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.



Working Health Services Scotland (WHSS)

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)



Bitesize Session

To sign up for our next Working Health Services Scotland (WHSS)

Stress at Work session on 4th

April email: gram.hwl@nhs.scot

To Learn more about support from WHSS visit:

whss.salus.co.uk

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





Supporting employees with disabilities and long term health conditions

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 February and March 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.

February Sessions

12/02/2026 13:30-15:00 <https://AtW-Session-12-02-25.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. **We recommend completing our full Access to Work session prior to attending this session.**

25/02/2026 13:30-15:00 <https://AtW-Payments-25-02-26.eventbrite.co.uk> Password: DWP2026

March Sessions

03/03/2026 13:30-15:00 <https://AtW-Session-03-03-26.eventbrite.co.uk> Password: DWP2026

04/03/2026 13:30-15:00 <https://AtW-Session-04-03-26.eventbrite.co.uk> Password: DWP2026

18/03/2026 10:30-12:00 <https://AtW-Session-18-03-26.eventbrite.co.uk> Password: DWP2026

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.

Look out for further events in 2026 to hear from DWP and partners about how you can support workers with long term health conditions and disabilities.

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/>

Business opportunities for Employers and What's on across Grampian

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 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. Check out the latest Aberdeen Inspired news [Here](#).



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 they have a wide variety of opportunities available for all. Find out about corporate or individual volunteering opportunities.



Spectra, Scotland's Festival of Light 5th - 8th February



This year, the festival's theme is 'Be Curious,' and the festival's programme has been developed to explore, discuss and conceptualise this theme, challenging perceptions and asking visitors to never stop exploring and seeking new experiences and knowledge.

Attracting those from across Scotland and beyond, visitors to the much-loved Spectra festival can expect iconic city locations to be transformed through breathtaking light installations, with a free programme of artworks situated across the city.

View the full [2026 programme](#)





**If you would like to contact the workplace team with any questions regarding our training, the Mentally Flourishing Workplaces Framework, or for any workplace wellbeing support email us on:
gram.hwl@nhs.scot**



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