

Workplace Spring Newsletter



Welcome to the Workplace Spring Newsletter 2025

As we move through Spring into early Summer we hope you're all enjoying the lighter days and are taking the opportunity to get out and about.

The purpose of this newsletter is to provide you with relevant information and practical tips to support your wellbeing programmes, while signposting you to training opportunities and awareness raising sessions on a range of topics.

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, or wish to unsubscribe, please let us know by emailing: gram.hwl@nhs.scot

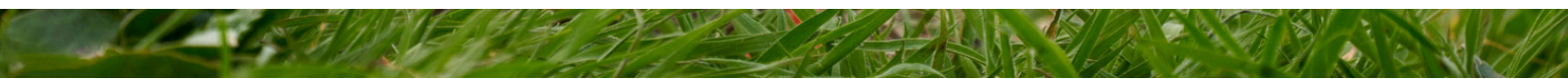


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April and May Campaigns



April is Testicular Cancer Awareness Month

Testicular cancer can affect anyone who has testicles, including men, transgender (trans) women and people assigned male at birth. It is most likely to happen between the ages of 25 and 40. [Learn more](#)

**MACMILLAN
CANCER SUPPORT**

Find out your legal rights at work if you are affected by cancer, or are a carer affected by cancer.

[Learn more](#)



Get your workplace and co-workers to take part in **On Your Feet Britain®** – the national activity awareness day when 2 MILLION desk-based workers across Britain participate in a variety of fun and simple activities to **#SitLess** and **#MoveMore** at work.

Taking place on Thursday 24 April 2025, On Your Feet Britain is a FREE and FUN way to reboot and energize your workplace habits.

[Get inspired](#)

YO-YO DESK®

April is Stress Awareness Month

The aim of this campaign is to:

- Educate the public about the causes and effects of stress.
- Promote effective stress management techniques to enhance mental health and wellbeing.
- Encourage open conversations to reduce the stigma surrounding stress and mental health issues.
- Provide resources and support to help individuals and organisations manage stress effectively.



[Learn more about this year's theme](#)

#LeadWithLove

For campaigns coming in May [click here](#)

What's on



ABERDEEN INSPIRED BUSINESS IMPROVEMENT DISTRICT

Aberdeen Inspired is the flag under which the city's Business Improvement District (BID) is run. It aims to make a real difference to businesses, residents and visitors within the city centre. Aberdeen Inspired organises and promotes a range of city centre events and festivals with partners throughout the year. Events can boost footfall, local trade and support local businesses. Save the Date for one of the biggest events of the year - **Tall Ships Races Aberdeen July 2025.**

[Find out more](#)



The Grampian Wellbeing Festival 2025 is returning in May!



The Grampian Wellbeing festival is held to support mental health and wellbeing and raise awareness of community support, activity and events which promote and support all our mental health and wellbeing.

This festival is being brought to you by Aberdeenshire HSCP, Aberdeen City HSCP and Moray HSCP to offer the Grampian Wellbeing Festival.

[Learn more](#)



what is mind yer mind?

Mind yer mind is a campaign by Aberdeenshire Community Planning Partnership to encourage the people of Aberdeenshire to look after their mental wellbeing.

They've created easy-to-digest advice and have pulled together a list of resources and places in your local area of Aberdeenshire, that can help you to look after your mental wellbeing in those five ways.

Mind yer mind is overseen by a Partnership Group that includes partners from Public Health of NHS Grampian, mental health services, Aberdeenshire Council, Aberdeenshire Voluntary Action, Community Planning and Live Life Aberdeenshire.

[Learn more here](#)

The logo for 'mind yer mind' is displayed on a solid purple rectangular background. The words 'mind', 'yer', and 'mind' are stacked vertically in a white, lowercase, sans-serif font.

Take Five to Age Well



Age Scotland is empowering all in Scotland to take simple steps toward longer, healthier, and happier lives. Learn more about their health and wellbeing challenge **launching on 1st May 2025** in partnership with The Open University.

Take Five to Age Well aims to empower everyone to make small daily changes for better ageing in the areas of nutrition (Eat), hydration (Drink), physical activity (Move), boosting brain health (Think) and social connection (Connect and Engage).

[Find out more here](#)

Are you a company with less than 250 employees (SME) and interested in workplace wellbeing?

Your voice matters, and RGU want to hear your views. Participate in this research study and receive a lunch and learn session on how to help you enhance workers wellbeing and create a healthier happier working environment.

Want to learn more? Email RGU today at toolkit@rgu.ac.uk

Enhance Productivity through Improving Workplace Wellbeing



Research Information

Are you a Small or Medium Sized Enterprise (SME) interested in the health and wellbeing of your workforce? Researchers from Robert Gordon University are conducting a study to promote awareness of the Health and Safety Executive's Talking Toolkit and support managers/leaders in reducing/preventing sickness absence and a loss of productivity.

What is the Talking Toolkit?

The Talking Toolkit is guidance to help employers support individuals with long-term health conditions and disabled workers to get into and stay in work.

Research Plan

We would like carry out a brief survey of your workforce and interview up to four managers/leaders of SME's.

Benefits of Taking Part

Each SME who participates, will receive a £100 M&S voucher. Participants of the survey can opt into a prize draw to win one of four £50 Amazon voucher.

In addition, we will provide you with a two-hour lunch and learn session to help support your managers/leaders to have effective conversations around with the workforce around health and wellbeing.

Interested?

Scan the QR code to create an automatic email or contact us at toolkit@rgu.ac.uk for more information or to join the research project.



Tobacco Strategic Plan for the North East of Scotland

NHS Grampian and partners Aberdeen City, Aberdeenshire and Moray Health and Social Care Partnerships, have created a new Tobacco Strategic Plan for the North East of Scotland.

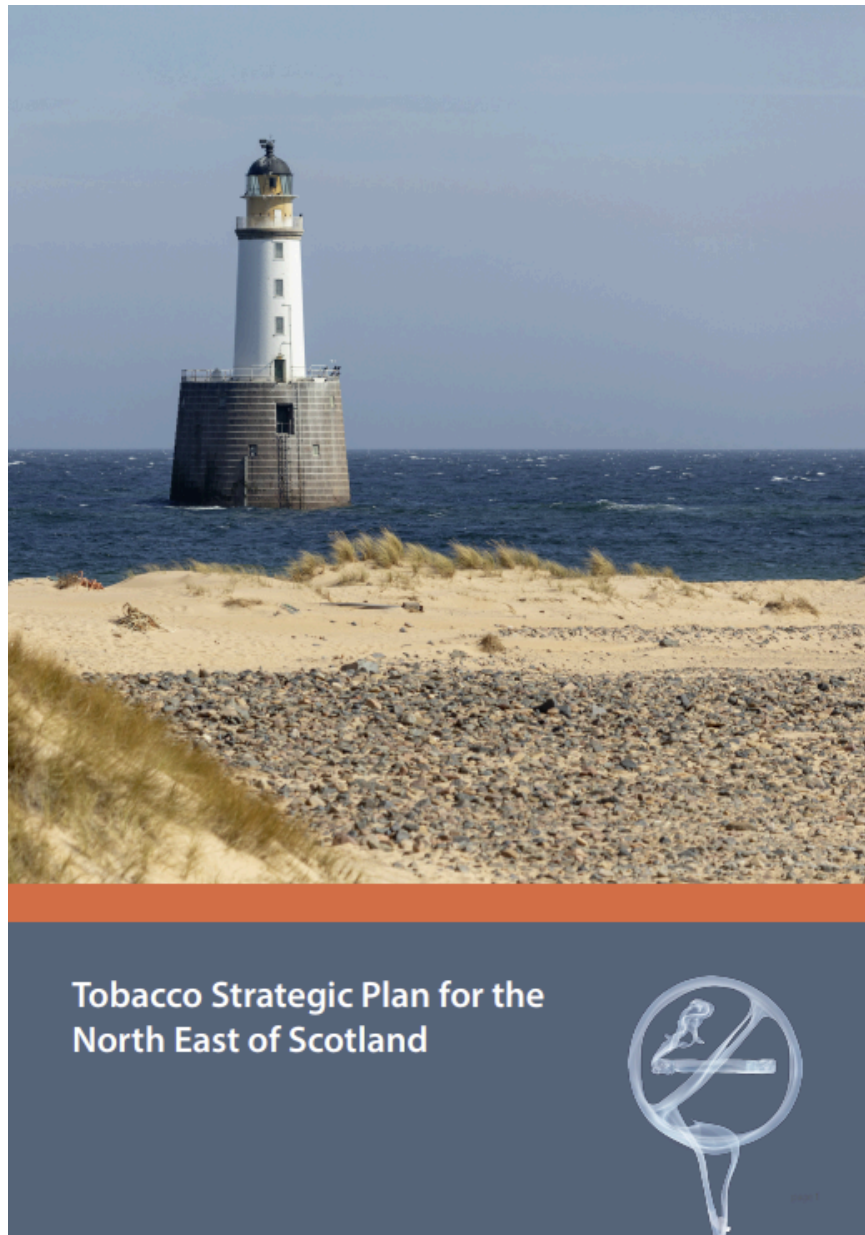
This aims to support partnership working and have a greater impact on reducing tobacco-related harm by accelerating reduction in smoking rates to an ambitious national goal of 5% by 2034.

This will help to protect future generations from the many health problems caused by smoking and make smoking cessation support even more easily available.

[Read the report here](#)

[Click here for support to stop smoking or for more information](#)

If you want to find out more information about the report, please contact:
gram.nhsgpublichealth@nhs.scot



healthpoint
WALK IN FOR INFORMATION

If you would like to know more about Healthpoint, please watch our new animation on our Public Health Youtube Channel :

[NHS Grampian Healthpoint \(youtube.com\)](#)

We have a range of support available to help people stop smoking. Please see our animations:

[Stop Smoking - Health Benefits - YouTube](#)
[Stop Smoking - Medical Support \(youtube.com\)](#)
[Stop Smoking - Mental Health Benefits \(youtube.com\)](#)
[Stop Smoking - Financial Benefits \(youtube.com\)](#)

NHS Grampian 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 their website:

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

NHS GRAMPIAN PUBLIC HEALTH WORKPLACE TEAM - TRAINING AND AWARENESS SESSIONS

Upcoming training and awareness sessions:

- **Mentally Healthy Workplace Training for Managers and Supervisors (Tuesday 8th April 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 22nd April 2-3pm): Breathing Space NHS24:** Increase knowledge and understanding of Scotland's phone line and webchat service.
- **Neurodiversity Awareness Training (Thursday 24th April 2 - 4pm):** This new **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.
- **Working Health Services Scotland (Tuesday 29th April 10am - 11am):** SME support for services to help managers and staff with health conditions to remain in and/or return to work.
- **Keep Active at Work: Reducing Sedentary Behaviour (Tuesday 20th May, 10am - 11am):** 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

Calling all OHS providers and Employers who have a travelling workforce.

Travelling to high prevalence countries may be a risk factor for BBVs (Blood borne viruses - Hepatitis B, Hepatitis C and HIV), but the good news is that they BBVs are preventable and treatable. Risk assessment, safe practice and appropriate PPE are a must in the workplace- we want to extend these practices to include preventing the risk of BBVs.

Find out more by visiting: **[what you need to know](#)**

Did you know that NHS Grampian can supply postal BBV testing kits? Just email: **gram.bbvpostaltesting@nhs.scot** or call **08085202030** and ask for a test kit to be sent to your home.

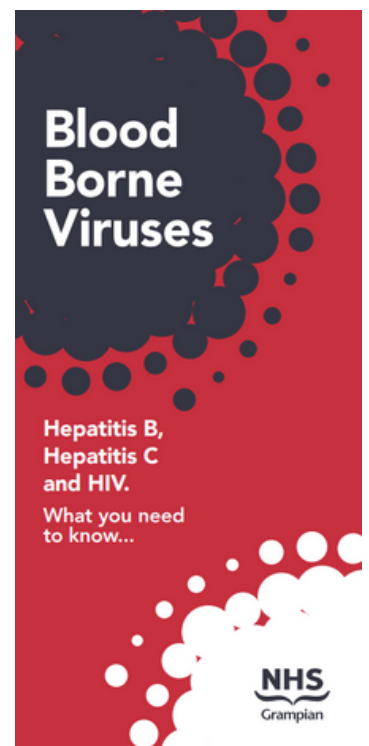
Alternatively employers can email the address above and ask for test kits to be supplied to workplaces for employees to take home and use. Results are confidential and treatment, if required, is free. Remember- all BBVs are treatable, but only if you know your status. Regular testing and knowledge of how to prevent transmission can keep yourself and your workers healthy.

We are also happy to attend workplaces and OHS services to give updates and training on BBVs, including specific information on prevention: Hep B vaccines, HIV Post Exposure and pre Exposure Prophylaxis (PEP and PrEP) and occupational exposure.

For more information or to organise updates contact:

Penny Gillies, Public Health Practitioner

penny.gillies@nhs.scot



Working Health Services

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 or [click here](#)

Is ill health affecting your workplace?

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



HEALTH ADJUSTMENT PASSPORT



The Health Adjustment Passport is a document that can:

- support you to identify what support and changes (known as reasonable adjustments) you may need when you are in work or moving into work
- help you to apply for support from Access to Work
- help you talk to employers about adjustments and in-work support that you may need

[Learn more](#)



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.



With more than 100 accredited real Living Wage employers now headquartered in Aberdeen City the movement towards being a Living Wage City is making great progress. Learn about the benefits of paying the real living wage from some of Aberdeen's Living Wage Employers [here](#).

Find out what goes into calculating the real Living Wage



CARER POSITIVE
Employer in Scotland

Carers make up a significant proportion of the working age population.

Losing carers from the workforce is not only damaging to individuals and their families, but also damaging to employers and the wider economy.

As the population ages, and the number of carers rises, the effects of losing carers from the workforce will grow. In addition to being good employment practice, supporting carers to remain productively in work delivers real benefits to employers.

[Learn more](#)

The Vision & Framework for Fair Work in Scotland

By 2025, people in Scotland will have a world-leading working life where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations and for society.

[Learn more about Fair Work](#)



The Equally Safe at Work framework

Our 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.

[Find out more](#)

**EQUALLY SAFE AT
WORK**

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



The Chartered
Society for Worker
Health Protection

Worsening Crisis in Women's Workplace Health: Updated Report by BOHS Calls for Urgent Action as work-related illness among women is facing a worsening crisis that continues to be inadequately addressed.

[Read the report here](#)

Mental Health in the Construction Industry

The challenges faced by those working in the construction industry are undeniable and the statistics are stark.

A Chartered Industry of Building (CIOB) report found in 2020 in the preceeding year:

- **97% of construction workers had felt stressed**
- **87% had experienced anxiety**
- **70% had experienced depression**

A Randstad report in 2021 found that **42% of construction workers surveyed had experienced a decline in their mental health due to Covid-19.**

Suicide rates amongst those working in construction are 3.7 times higher than the national average¹.

Get the App

Prevent
Suicide

Prevent Suicide North-East Scotland is a suicide prevention app and website aimed at users in Aberdeen City and Aberdeenshire. It provides helpful info for those affected in any way by suicide, extensive contact details for services in Aberdeen city and Aberdeenshire as well as providing users with the ability to create their own safety plan.

[Get the App](#)

1. Mates in Mind, Construction Industry. Available from <https://www.matesinmind.org/what-we-do/sector-specific-support/construction-industry>.

When you are ill or injured
KNOW WHO TO TURN TO...

[Mental Health Support](#)

NHS
Grampian

Worried about yours or someone else's
gambling?
Is Gambling interfering in your everyday
life?

[Find support](#)

NHS
inform

NHS
inform

Mind to Mind

If you're feeling anxious, stressed, or low, or having problems sleeping or dealing with grief – find out how you can improve your mental wellbeing by hearing what others have found helpful.

[Learn more](#)

Where to turn for financial support during these difficult times

From the 1st April 2025 everyone will face increases in many of their households bills.

We have included a variety of links to help anyone who may be struggling financially.

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 during the cost of living crisis

[More info](#)



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](#)

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](#)



Scottish Government
Riaghaltas na h-Alba

Debt and money

If you're worried about money or how to deal with debt, you're not alone. Anyone can find themselves overwhelmed by financial worries, but there's support and advice available to help you.

[Learn more](#)

Which
Practices Are
Registering
Patients?



Welcome to Grampian Dental

"The mouth is the gateway to your body which is why it's really important for children, young people and adults of all ages to be seen regularly by a dentist to get advice and treatment to keep your teeth and mouth healthy. NHS dental registration is free and for life and ensures you have access to free regular check ups.

Some people still believe it is really difficult to access an NHS dentist in Grampian - We have good news! Access to an NHS dentist has improved in Grampian recently. Both kids and adults can register at any practice with availability no matter where you stay. Please click on the link below to head over to the NHS Grampian Dental website for all the details -

[Which Practices Are Registering Patients? | Dental Advice Grampian](#)

[Dental Advice Grampian | Advice and Information for maintaining oral health](#)



Grampian Dental



Aberdeen Brain Health Service

Do you know your risk
factors for dementia?

What is a Brain Health Service?

- The 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 further information

To find out more about our Aberdeen
Brain Health Service please visit
www.nhsgrampian.org/brainhealth
or scan our QR code here



Healthy Working Lives Update

We in NHS Grampian Public Health offer support to employers to improve their health and wellbeing, staff retention and development, by providing fairer and healthier workplace support as well as suggesting business benefit to our employers across a range of sectors. We offer support to local employers to enable the health and wellbeing of their workers, 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 bi-monthly workplace newsletter, themed fair work calendars of events, as well as free training and awareness sessions.

- **HWL website** : www.healthyworkinglives.scot

- **Workplace sessions on improving health and wellbeing** - This is available online via Teams, covering topics such as Mentally Healthy Workplace Training, Menopause at Work, Sedentary Behaviour at Work, NHS24 Breathing Space, Enable Works and advice on workplace accreditations. Contact 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 and Staff Retention** - 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 this information as you were a Healthy Working Lives Award holder, have signed up for our newsletter, have been a workplace staff champion and have requested regular updates and information, have attended our free training, or have used workplace and HWL services. However, if you no longer wish to receive our newsletters, themed calendars or flyers on our free training, please inform us know by emailing our generic account below:

gram.hwl@nhs.scot

