

# Workplace Summer Newsletter



## Welcome to the Workplace Summer Newsletter 2026

With summer underway and lighter nights settling in, this a great time to get outdoors and focus on your wellbeing.

In this edition, you'll find a mix of upcoming campaigns to help support your wellbeing over the next few months. We're also marking Carers Week in mid-June, a chance to recognise the amazing contribution unpaid carers make every day, estimated at £15.9 billion to the Scottish economy.

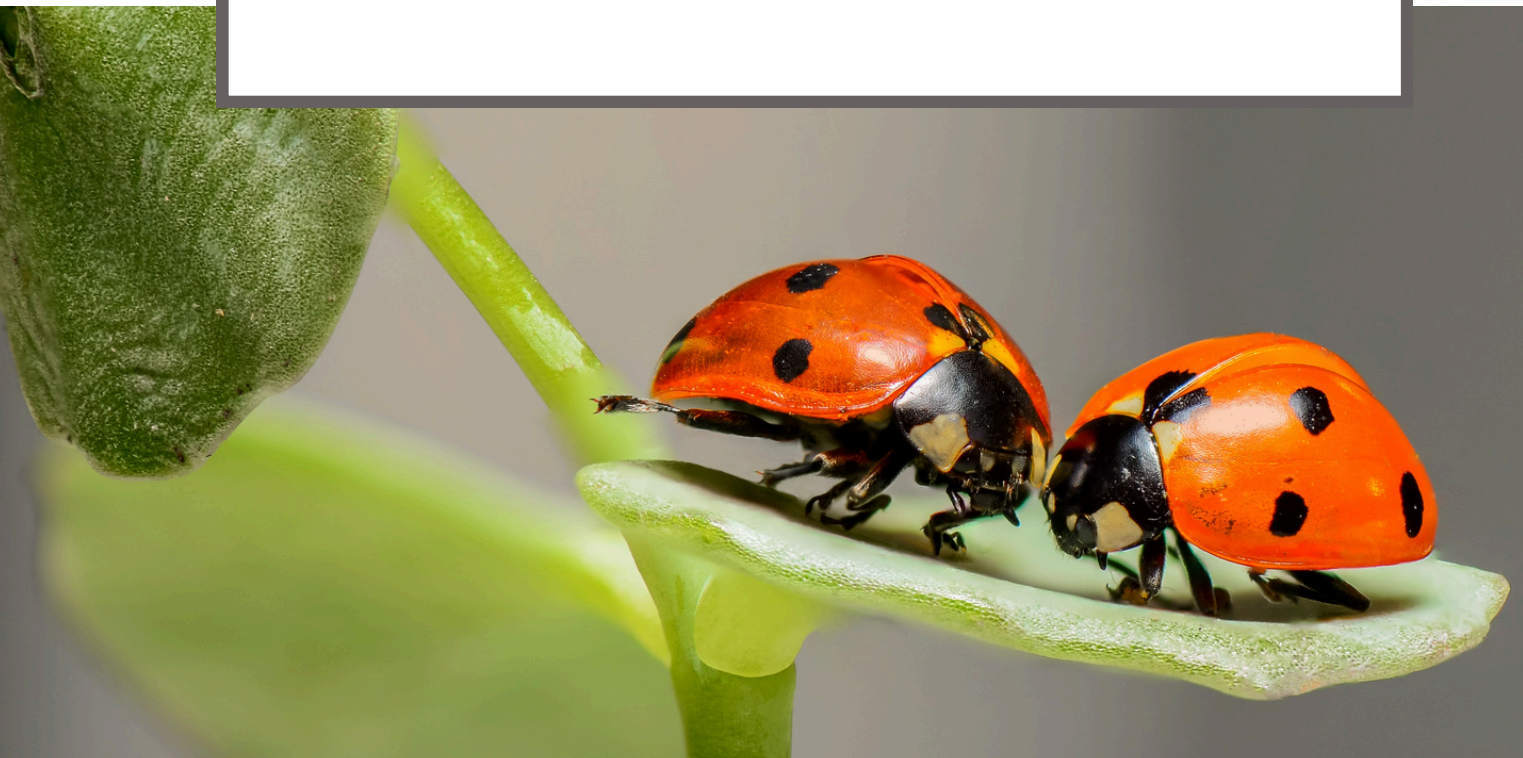
With the rising health-related and economic inactivity across our region we welcome the opening of NorthBridge Hub in Aberdeen which offers support to anyone who has lost, or fears losing their job, particularly those in the oil and gas sector - read more about the hub on page 10.

Lastly we bid farewell to our workplace lead Julie Phillips after 30 years with NHS Grampian. Julie has spent the last 9 years as lead for our Workplace Team. Read some reflections on Julie's career on page 13.

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](mailto:gram.hwl@nhs.scot)

## Table of Contents

- June & July Campaigns
- Workplace Summer Training Programme
- Breastfeeding Friendly Scotland
- NorthBridge Hub
- Be Summer and Travel Safe
- Mentally Flourishing Workplaces Framework
- Public Health Scotland's Learning Zone
- Free cCBT Support in Scotland
- A fond Farewell to Julie Phillips, Workplace Team Lead
- Summer inspired tips for wellbeing at work



# June Campaigns



## Carers Week Scotland 8<sup>th</sup> - 14<sup>th</sup> June 'Building Carer Friendly Communities'

Across Scotland 627,715 people combine work with unpaid caring responsibilities and every day in the UK, 600 carers are forced to give up work to provide unpaid care. **A carer friendly community at work** is one where a carer is able to juggle work and caring within a supportive and understanding environment, that identifies and supports them.

There are many benefits to becoming a carer friendly workplace. These include enhanced staff wellbeing and engagement, access to a more diverse talent pool, reduced absenteeism, and improved staff retention rates. To find out more about how your organisation can build a carer friendly workplace or to sign up to the Carer's Positive Accreditation, click on the link below:

[www.carersweek.org](http://www.carersweek.org)



**Men's Health Week 2026 will be 15-21 June and this year, the Forum will be talking about men and pharmacy.**

Shortly before the week, Men's Health Forum will be launching a new report looking at how the relationship between men and pharmacy could be improved - [click here](#) to find out more.



[#menshealthweek](#)

Male Health Scotland is a health advice and awareness platform aimed at improving the wellbeing of men in Scotland. It provides information, resources and support-focused content to help men better understand and manage their health.

[Learn more here](#)





## Summer of Sport Step Count Challenge, 6<sup>th</sup> July - 2<sup>nd</sup> August

Did you know that a physically active workforce 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.

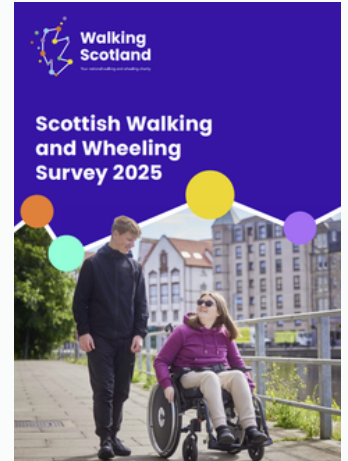
In a summer packed with sport, from the Football World Cup and the Women's Scottish Open to the Commonwealth Games, Walking Scotland want to get you walking and wheeling.

Whether you take part in a **Step Count Challenge**, join a **Health Walk**, or partner with Walking Scotland through your **workplace**, your support helps us all, and Scotland take a stride forward.

The **Walk at Work Award** is a free accreditation scheme helping Scottish organisations of all sizes create a workplace walking culture. From lunchtime wanders, fun challenges and workplace walking routes - Walking Scotland has it all going on.

National research about walking and wheeling in Scotland.

Read the Report [Here](#)



## Bike Week, 8th – 14th June

According to recent research\* people who walk or cycle to work have:

- a lower mortality risk than the general population
- a lower chance of having prescribed medication for mental health issues, and
- a lower incidence of coronary heart disease

**On average people who cycle to work regularly take an average of 1.3 fewer sick days per year than those who don't.**

Any organisation, regardless of size, can support cyclists in their workforce by introducing a Cycle to Work scheme. There are many providers of Cycle to Work schemes, such as Evans Cycles' Ride to Work, Cyclescheme, Vivup, Halford's Cycle2Work, Bike2Work, Green Commute Initiative, Gogeta, Dash Rides and Cycle Solutions. Employees save on tax, as the bicycle is purchased from their pre-tax salary. However, you as an employer also benefit with a National Insurance saving of up to 15.05% for every employee who enrolls with the scheme.

Please note that staff close to, or on minimum wage will not be eligible as the monthly payment will take them below the legal minimum wage. To be equitable you can consider promoting other options at the same time, for example reconditioned bicycles can be purchased from [Stella's Voice](#) or the [Huntly Bikery](#).

More information on the Cycle to Work Scheme can be found [Here](#) or for more information on cycling click on the following link: [Cycling UK](#).

\*British Medical Journal (2024) Health benefits of pedestrian and cyclist commuting: evidence from the Scottish Longitudinal Study



**National Wellbeing Week 2026** takes place from Monday 22nd to Sunday 28th June, offering a week-long programme of free online sessions designed for **professionals across health, social care, social work, local government and the third sector**.

This year's theme, 'Compassionate Leadership', will provide individuals and teams with opportunities to come together to explore, discuss and learn about building positive work environments. Across the week there will be more than 50 diverse sessions led by inspiring speakers from across Scotland intended to help foster meaningful conversations that promote wellbeing in the workplace.



## Diabetes Week, 8<sup>th</sup> - 14<sup>th</sup> June

**DIABETES WEEK**

8-14 June 2026

This year's Diabetes week is about changing the way we talk about diabetes. Click [Here](#) to access resources and information on this campaign.

[Here](#) you'll find information and links for services that are useful for people living with diabetes and their carers across Grampian.



For more upcoming Campaigns Click [Here](#)

## NHS GRAMPIAN PUBLIC HEALTH WORKPLACE TEAM - TRAINING AND AWARENESS SESSIONS

- **Workplace Stress with Working Health Services Scotland** (Tuesday 16<sup>th</sup> June, 10am-11am): Learn about workplace stress, what the cost and impact of it is, and discover practical strategies to manage stress and support staff. This session is for SME's.
- **Keep Active at Work** (Tuesday 30<sup>th</sup> June, 2pm - 3pm): Learn how to reduce sedentary behaviour in the workplace.
- **Menopause Awareness for Managers and Supervisors** (Monday 6<sup>th</sup> July, 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.
- **Mentally Healthy Workplace Training for Managers and Supervisors** (summer date tba): Highlighting employers' responsibilities and improving managers and supervisors skills and confidence in dealing with mental health and wellbeing at work.



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

**[gram.hwl@nhs.scot](mailto:gram.hwl@nhs.scot)**



## Breastfeeding Friendly Scotland Scheme



Have you heard of the Breastfeeding Friendly Scotland scheme? This is a national initiative aimed at supporting breastfeeding mothers by encouraging businesses to create welcoming environments for breastfeeding.

### Benefits of joining the scheme include:

- **Support for Mothers:** The scheme helps mothers feel more confident and supported when breastfeeding in public, addressing concerns about stigma or discomfort.
- **Business Recognition:** Participating businesses receive recognition for their commitment to supporting breastfeeding, which can enhance their reputation and attract more customers.
- **Resources and Training:** Businesses that join the scheme gain access to resources, training, and support to help staff understand their responsibilities regarding breastfeeding.

You can sign up the scheme in Grampian by completing this [short online form](#).

### You can support your employees to continue breastfeeding and / or expressing on their return to work by:

- providing them with breaks to allow them to feed their baby or express their milk
- offering flexibility in their working hours
- providing a secure, clean fridge to store their milk in
- offering them a clean, private space to express their milk

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## Are you pregnant? Do you want to find out more about local support available for feeding your baby?

Join us online on the last Thursday of the month

**6.00pm - 7.30pm**

via NHS Near Me Group Consultation (video call)

**Ask your midwife to refer you on Badger Notes**

Or

email your name, estimated date of delivery and the first 4 digits of your postcode to [gram.breastfeedingsupport@nhs.scot](mailto:gram.breastfeedingsupport@nhs.scot)



You can also watch our infant feeding videos here

<https://www.birthingrampian.scot.nhs.uk/infant-feeding/>

Or

Scan the QR Code

# NorthBridge Hub is now open!

NorthBridge has been created to support people navigating employment transitions or exploring self-employment and business start-up ideas. The hub is a free resource to support people going through hardship, particularly those who may have lost (or fear losing) their jobs in oil and gas. It offers a welcoming, **free-to-access space** where people can access advice, build confidence, connect with the right services and work alongside others in similar situations. Alongside practical support, the hub aims to foster routine, peer connection and renewed motivation through everyday interaction.



**NORTHBRIDGE**  
A bridge between what's ending and what's next

A physical space in Aberdeen to **co-work, create, and connect** while navigating career transitions and exploring new directions in a changing economic landscape.

1 Huntly St, Aberdeen, AB10 1TJ  
07484 081 133  
/company/northbridge-aberdeen  
www.north-bridge.org

Delivering transformative learning benefits for local communities, our economy and culture

- Pathways into new opportunities
- Wellbeing support
- A space for discovery and collaboration
- Bridging people and possibilities
- Learning events and shared conversations
- Linking entrepreneurial ideas with what's next
- Routes to new skills and purpose
- A physical space for co-working and co-creating
- Support for secure futures

Aberdeen Cyrenians Northbridge is a partnership project run by Aberdeen Cyrenians a charity registered in Scotland (SC 014849) and a charitable company limited by guarantee (SC 070903) Registered office: 62 Summer Street, Aberdeen, AB10 1SD.

If you'd like to find out more about role of NorthBridge in changing economic and social realities across the region contact:

Leeza and Laura at:

[hello@north-bridge.org](mailto:hello@north-bridge.org)



## Hub details

- 📍 1 Huntly Street, Aberdeen, AB10 1TJ
- 🕒 Monday–Friday | 9.30am–4.00pm
- 👤 Drop-ins welcome – no appointment needed
- ✉️ [hello@north-bridge.org](mailto:hello@north-bridge.org)
- ☎️ 07484 081 133

## A partnership approach

NorthBridge is built on collaboration. We're seeking organisations who want to support people across Aberdeen during this time of change.

### Why partner with NorthBridge

- Showcase your expertise
- Evidence your local ESG impact
- Faster hiring for hard-to-fill roles
- Access to transferable skills
- Staff development opportunities
- Shape support for future skill needs

### Ways you can get involved

- Delivering workshops or talks
- Providing specialist advice
- Offering training or upskilling
- Creating pathways into employment
- Hosting drop-in sessions
- Signposting individuals to the hub
- Events or community initiatives
- Offer discounts to clients
- Contribute resources or in-kind



Speak to us today to find out more about getting involved:

[Hello@north-bridge.org](mailto:Hello@north-bridge.org)

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# Summer and Travel Tips



Going on holiday is always an exciting prospect, with time away from work and the opportunity to relax and make new memories with family and friends. Some overseas countries provide different health risks to Scotland, these are mainly measles, rabies, legionnaire's disease and diarrhoea caused by parasites, bacteria and viruses. Preparing yourself in advance for travelling abroad will provide peace of mind and prevent you from spending hours in overseas health facilities and having to pay health related expenses up front. For some, unexpected health issues can turn a dream into a nightmare, here are **NHS Grampian Health protection Teams top tips** for before, during and after your holiday:

## Before you go:

- Look at the country you are visiting on <https://www.nhsinform.scot/healthy-living/travel-health/travel-health> and consider the activities you are likely to undertake while you are there.
- Give yourself plenty of time to visit a travel health clinic before you go, as some vaccines need multiple doses with intervals of several weeks so it can take longer to complete the course: <https://www.grampianvax.com/travel-vaccination/>
- Have travel insurance in place and take records with you.
- Pack a basic first aid kit with paracetamol, ibuprofen, electrolyte powders, plasters and blister plasters as well as a wound cleanser.
- Make sure you have enough supplies of any regular medicines that you take including insect repellent and sun creams.

## During your holiday:

- Avoid contact with stray or street animals such as cats, dogs and monkeys. Well animals can harbour rabies and one bite or scratch is enough to infect a human.
- Always wash your hands under warm running water after touching animals and before eating – alcohol hand gel is not effective against all the parasites, bacteria and viruses you may come into contact with.
- Do not drink from rivers, lakes and the sea, water can look crystal clear but be host to parasites that can cause a variety of illnesses.
- Where possible only drink bottled water, that you have seen opened in front of you.
- Only eat food that is thoroughly cooked, avoid buffets if you see flies resting on the food.
- Use a paper napkin to hold the handle of serving spoons on buffets.
- Street food presents a higher risk of food being contaminated.
- Avoid the use of medicines to stop diarrhoea. Diarrhoea and vomiting is the body's way of getting rid of something it does not like. Taking medicines to stop the diarrhoea keeps the parasite or bug inside your gut, which in turn can make your symptoms worse in the long term.

## After you're home:

- If you have persistent diarrhoea or blood in your stools, seek medical advice.
- If you have a fever after returning from holiday, seek medical advice.
- If you have been started on a course of rabies vaccine whilst on holiday, contact your GP on return to arrange administration of further doses at the correct intervals.
- Any broken skin or wounds acquired whilst on holiday that are not healing as you'd expect, seek medical advice.



## Going on holiday? Keep protected, and not just from the sun!

Getting time off work and heading off for some much needed rest and relaxation is something we all look forward to. Everyone packs some sun cream and a hat, but if a holiday fling is on the cards think about protecting yourself from STIs, unintended pregnancy and HIV – make space in your suitcase for some extra protection. Grampian Sexual Health Services can help with your holiday extras and unlike airport lounges and car hire, these are all free!

Free Condoms are available from many venues and pharmacies across Grampian find out where your nearest provider is here: <https://www.grampiansexualhealthservices.com/free-condoms/>

For contraception prescriptions, fitting and advice visit <https://www.grampiansexualhealthservices.com/>

HIV PrEP (Pre Exposure Prophylaxis) is a medicine that stops you getting HIV. For more information on HIV PrEP (Pre-Exposure Prophylaxis) visit [hiv-prep-pre-exposure-prophylaxis](https://www.grampiansexualhealthservices.com/hiv-prep-pre-exposure-prophylaxis)

HIV Post Exposure Prophylaxis (PEP) will reduce your risk of HIV infection after you have been exposed to the virus. For more information visit [pep-post-exposure-prophylaxis-for-hiv/](https://www.grampiansexualhealthservices.com/pep-post-exposure-prophylaxis-for-hiv/)

# 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.

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](#)**





## Free cCBT Support in Scotland



## SilverCloud

Are you stressed and overwhelmed? Do money worries impact your mental health? NHS Grampian have partnered with SilverCloud; a free, confidential, online self-help service to help you improve your wellbeing. SilverCloud provides a free, private space to help you feel better through personalised content, tools, and support.

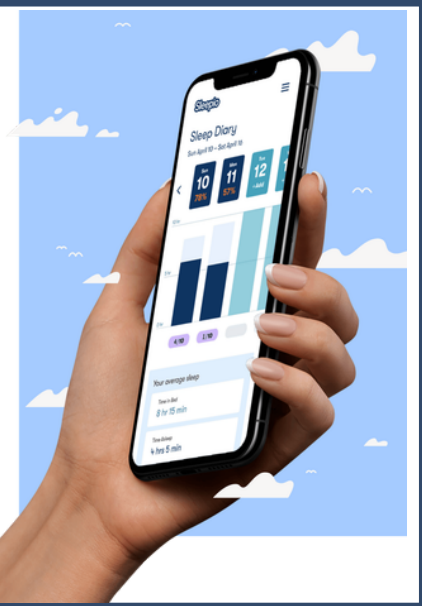
[Click here](#) and enter the code Scotland2020 to get started now.

## Sleepio

Sleepio is an NHS-recommended digital program using CBT to improve sleep and tackle insomnia. It offers a six-week course with personalized sessions, a sleep diary, and community support.

Cognitive behavioural therapy (CBT) is a treatment for breaking the vicious cycle of negative thoughts, feelings and behaviours, and is recommended for a range of issues. Sleepio's CBT techniques are clinically effective in providing long-term relief from poor sleep and insomnia. People who follow Sleepio's treatment plan frequently notice benefits in as little as 2-4 weeks.

Sleepio is free to everyone aged 18+ across Scotland - [click here](#) to get started.



Daylight is an NHS recommended digital treatment, which uses Cognitive Behavioural Therapy (CBT) to address worry and anxiety and is free to everyone aged 18+ across Scotland.

Daylight's CBT techniques are clinically effective in providing long-term relief from worry and anxiety. People who use Daylight frequently (approximately daily) can start to notice benefits in as little as 3-4 weeks. Using the app frequently for up to 6 weeks can lead to even better results.

Access Daylight instantly, for free, [here](#).



# A Fond Farewell



After 30 years working with NHS Grampian, we bid a fond farewell to Workplace Team Lead, Julie Phillips as she leaves to enjoy her well earned retirement.

Julie reflects, “It has been a privilege to work alongside you all over the years. I have found it incredibly rewarding collaborating with many colleagues through the original Healthy Working Lives Award programme, as well as through a range of local and national initiatives that have strengthened our partnership working. Leading the Workplace Team over the past nine years has been a truly fulfilling experience, and I would like to thank you for your support and collaboration. I wish you all the very best for the future.”

We wish Julie a very happy retirement and would like to thank her for her valued dedication and enthusiasm during her time in the workplace team. She will be greatly missed, and we wish her every happiness in this next chapter.



Front right: Julie celebrating with the Real Living Wage Working Group as Aberdeen City and Shire merge to become a Living Wage Region

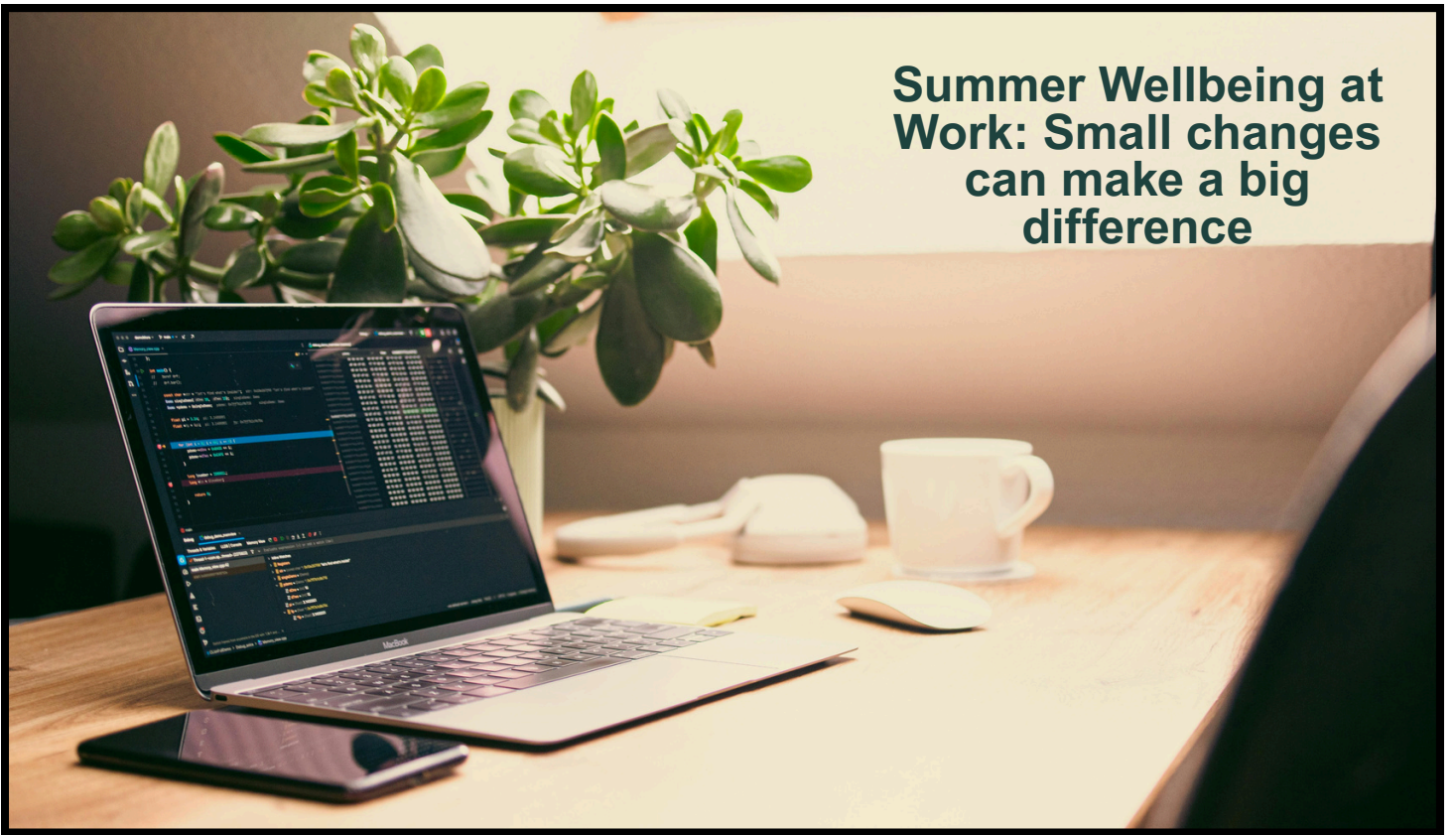


Above centre: Julie at Technip Breathing Space Bench opening at Aberdeen Royal Infirmary



Above right: Julie attending a Carer Positive Award Ceremony with Gerry Lawrie, Head of Workforce & Development, as NHSG is shortlisted for Best Employer for Carer Support in Workplace Policies

## Summer Wellbeing at Work: Small changes can make a big difference



Summer is a great time to pause, reflect, and make small changes to help us feel well at work. Longer days and a change of pace offer opportunities to look after ourselves (physically and mentally) while still staying productive. Here's our top tips:

- Keep hydrated and take short screen or movement breaks.
- Adjust your workspace or routines to stay comfortable in warmer weather.
- Step outside if you can - fresh air and daylight help boost mood and energy.
- Allow yourself real breaks to rest and reset, supporting focus and resilience.
- Stay connected. Holiday periods and annual leave can place pressure on teams. Checking in with colleagues and keeping communication open helps everyone feel supported. Wellbeing is a shared responsibility.
- Look after yourself. Gentle physical activity, good sleep routines, and healthy boundaries support overall wellbeing.



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](mailto: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>