



Like and share our Healthy Working Lives page to see more information about our services and for ideas and inspiration for the award!



Training Update for 2021

We would like to thank everyone who completed the online Training Needs Assessment Form in November. This was central to our planning for our new series of online seminars to help employers support their staff during COVID-19. The first of our sessions to run was 'Staff Financial Wellbeing' on 1st December which went really well! Thanks to all those who attended! We will be running the following sessions in January:

'Staff Financial Wellbeing - What You Can Do to Help'
20th January 2021

1.30pm - 3.30pm, Microsoft Teams

This seminar will look at the practical measures needed to improve staff financial wellbeing. The aim of the seminar is to reduce the negative impact of money worries, debt and financial insecurity on employees and organisations. The session is aimed at HR professionals and managers.

'Keep Active at Work'
21st January 2021

11.00am - 12.00noon, Microsoft Teams

The aim of the session is to raise awareness of the negative health effects of sitting too much on employees and organisations. We will look at gauging how long your employees are sedentary in a working day and explore simple and effective solutions.

'Managing Long-Term Health Conditions in the Workplace'
26th & 27th January 2021

1.30pm - 3.30pm (both days), Microsoft Teams

This two-part session looks at both physical and mental health conditions. A range of experienced professionals will present on issues such as managing attendance in line with good practice, and working to ensure legal compliance when managing staff with a long term health condition. The webinar is aimed at HR professionals and managers.

To register for our upcoming sessions, click [here](#). If you have any issues registering for any of our trainings please drop us an e-mail on healthyworkinglives@ggc.scot.nhs.uk

National Campaigns

SOME CAMPAIGNS HAVE BEEN RESCHEDULED TO LATER IN THE YEAR DUE TO CORONAVIRUS

December 2020

World Aids Day 1st

National Grief Awareness Week 2nd-8th

Christmas Jumper Day 11th

January 2020

Dry January

Cervical Cancer Prevention Week 2nd - 6th

Brew Monday 18th

New Campaign Planner for 2021

We are pleased to share our new look [Campaign Planner for 2021](#). This takes a slightly different form to our previous Wall Planner and lists the main health campaigns throughout the year. This is a live document that sits on our website that we will monitor and update throughout the year. Not all campaigns for 2021 have a confirmed date yet, however once these dates are confirmed we will update the planner accordingly. The planner is a great way to keep up to date with upcoming health campaigns that you may choose to celebrate with employees (at a safe social distance of course!) to support a healthy workplace.



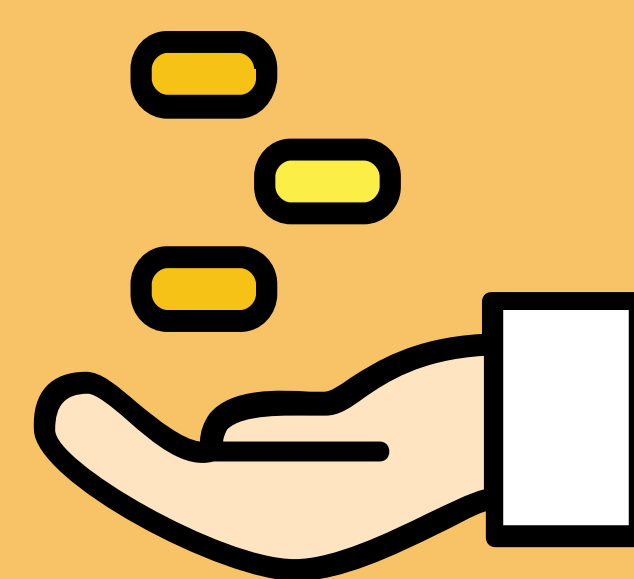
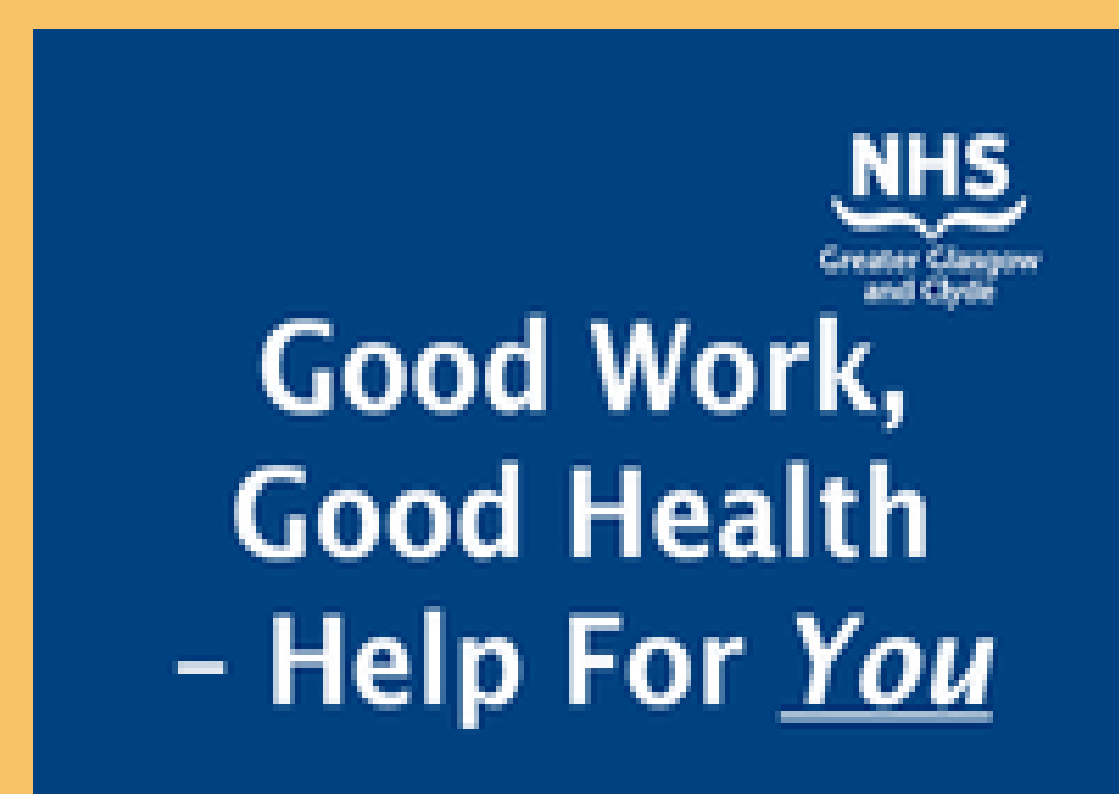


Living Wage Accreditation

NHS Greater Glasgow and Clyde has become an accredited Living Wage employer, supported by [Living Wage Scotland](#) and the [Poverty Alliance](#). The recognition was confirmed during Living Wage Week. The real Living Wage is a higher rate than the government's minimum wage and is based on the cost of living. This commitment will see everyone working for the Health Board receive a fair hourly wage, which will rise each year to match future rates.

According to the [Institute of Fiscal Studies](#), the in-work poverty rate in Britain has increased from 13% to 18% between the mid 1990s and 2017. With the coronavirus pandemic continuing to threaten our healthcare services, community resources and the economy, it is important to note that less than 10% of the bottom half of earners say they can work from home, and 31% of people in households in the bottom 20% of the income distribution have no savings at all.

As well as becoming a Living Wage Employer, there are a range of ways that employers can support their staff's financial wellbeing. As mentioned above, we are now delivering a 'Staff Financial Wellbeing' seminar that is aimed at HR staff and line managers. The Money Advice Service is also a great organisation to signpost to for money and debt advice. The 'Good Work, Good Health - Help For You' z-cards can be ordered from the [Public Health Resource Directory](#) which may also be a useful resource to begin a conversation about money. For NHS GG&C staff who may be experiencing money problems at the moment, you can visit the ['All About Money'](#) page for support.



Other News



Digital Inclusion

The Carnegie Trust have published a '12 Steps to Eliminating Digital Exclusion' guide to highlight the key ways we can support digital inclusion in the UK. People who are digitally excluded risk losing their voice and visibility whilst services and information move online. Digital exclusion may also impact on quality of life as it limits access to education, work and social connection. The guide points out that because the COVID-19 outbreak has exposed and exacerbated digital exclusion, new initiatives have been rapidly developed and delivered to tackle the issue. Although interventions have shown valuable, the report explains that there is still more to do - with many still without access to the internet. For more information on how to support digital inclusion click [here](#) to read the full report.



Eat Sleep Work Repeat

A quarter of Brits are now regularly listening to a podcast, and it is predicted that this statistic will rise in the coming years. With the increasing demand, now more than ever there is a range of podcasts to choose from - whether it be news updates, comedy shows, or true crime - there's something for everyone! One podcast that caught our attention this month was Eat Sleep Work Repeat which is sitting at #1 on the Apple Business Podcast Chart with 250,000 streams per month. Each week Bruce Daisley interviews psychologists, neuroscientists and workplace experts to understand happiness and work culture to improve our jobs. To find out more about Eat Sleep Work Repeat click [here](#).



Festive Treats

Looking to spice up working from home over the festive season? Why not prepare yourself some fun - and of course, healthy - Christmas snacks?! From strawberry Santas to Christmas pudding protein balls, the options are limitless! Snacking seems to be so much easier when we are working only steps away from our fridge and biscuit cupboard, so December 2020 could be the perfect opportunity to mix it up on the snack front. This could be a fun activity to do with children at home, or as a competition between colleagues. For some ideas to combat the snack attack, try checking out pages like [Pinterest](#) or [BBC Good Food](#)!

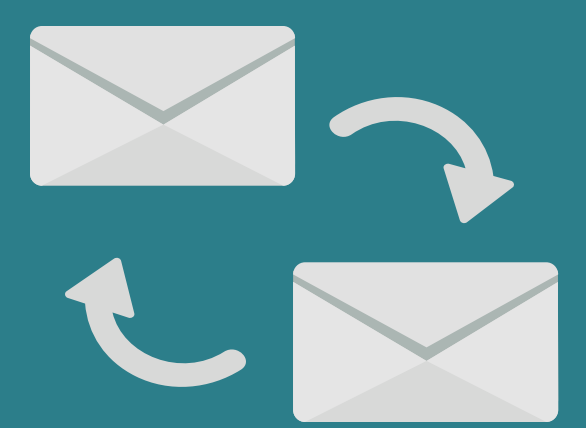


Other News



Emails blamed for Carbon Footprint

On the other side of the coin to digital inclusion, the BBC have published an article recently discussing the potential negative impact sending emails may have on the environment. It is a misconception that sending emails does not impact on our carbon footprint at all. According to a Financial Times report, if every British person sent one fewer thank you email a day, it would save 16,433 tonnes of carbon a year, equivalent to tens of thousands of flights to Europe. To read further into the extent emails may contribute towards climate change, click [here](#) to read the BBC article and access links to the Financial Times report.



Office Christmas Party: COVID-19 Edition

Although it may be more difficult to bring the team together for a Christmas get together this year, it might be the opportune time to go the extra mile and think outside the box to ensure workers are thanked, celebrated and feeling the festive fun at the end of what has been a difficult year for most. A small token of thanks can go a long way. Could sending surprise gifts to employees' homes for opening at a virtual Christmas Party be the talk of the team this year? Or a mince pie bake off, a wreath making competition or a virtual cheese and wine tasting? We found [this](#) article a great starting point for planning activities that will lift the spirits during the office party 2020!



Free E-Learning from See Me

'See Me in Work' have launched online resources for employees to learn more about how mental health stigma and discrimination impacts people in work and how to manage conversations in the workplace. See Me have said that the ability of line managers and supervisors to respond effectively to the early disclosure of symptoms and concerns by staff under their care is crucial in supporting an individual's wellbeing. To get involved and find out more about registering for these free resources click [here](#).

