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Training Dates

We are pleased to share our NEW Training Registration Form for our series of online seminars to help employers to support their staff during Covid-19. All the seminars below will be delivered via Microsoft Teams. To register for a place on any of our trainings or seminars please click [here](#). If you have any problems accessing the link please drop us an e-mail on healthyworkinglives@ggc.scot.nhs.uk

20th January 1.30pm - 3.30pm Staff Financial Wellbeing - What You Can Do to Help

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.



21st January 11am - 12noon Keep Active at Work

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.



26th and 27th January 1.30pm - 3.30pm Managing Long-Term Health Conditions

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.



Training Dates

3rd February 1.30pm - 3.30pm

**Boosting Resilience at Work:
An Introduction to Resilience and Wellbeing**

This introductory online course will help provide you with the knowledge and tools to build employee resilience to help them perform well and stay well. Delegates leave the workshop with resources, tools and sources of support to use in their workplace.



18th February 1.30pm - 3pm

Good Sleep Supports Good Health

With such unprecedented changes coming so quickly, it's easy to forget the importance of sleep. As we are adjusting to home working and all the changes the pandemic has brought to our daily routines, focusing on the benefits of good sleep offers tremendous benefits. The session will focus on the challenges to sleeping well and the importance of and guidance towards good sleep during the pandemic.



23rd February 1.30pm - 3.30pm

Staff Financial Wellbeing - What You Can Do to Help

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.



National Campaigns

January 2021

Dry January

Cervical Cancer Prevention Week 18th-24th

Brew Monday 18th

February 2021

LGBT History Month

World Cancer Day 4th

Time to Talk Day 4th



Make the Pledge with Paths for All

For some winter walking motivation, Paths For All are encouraging us to go for at least one walk a day every day of winter. They are asking everyone who can, to take the pledge to walk a little every day. We all know that regular exercise is good for our physical and mental health, so why not take the opportunity to set yourself a little winter challenge to keep you active in the chillier months! Every week in January Paths For All are giving away prizes from Scottish Businesses. By joining in you will be entering yourself into the prize draw. Paths For All have provided a full set of Walk Once a Day Campaign images to use if you would like to spread the word. To visit the website, click [here](#).



Scottish Child Payment

The Scottish Child Payment is a weekly payment of £10 that someone could get for every child they look after who is under 6 years of age. If an application is successful the applicant will receive the payment every 4 weeks. It is designed to help cover the cost of supporting families and it would be up to the family to decide how the money is spent. The payment could be used on things like travel costs, nappies and other essentials, childcare or family days out. Scottish Child Payment does not affect any other UK or Scottish Government benefits that any one in the household currently gets. For further details on how to apply, click [here](#).



Helping You Save Energy at Home

Home Energy Scotland support people in Scotland to create warmer homes, reduce their energy bills, and lower their carbon footprint. They provide local and expert advice on issues such as Government grants and interest free loans, saving energy and keeping warm at home, and installing renewable energy. They will be offering free online sessions in 2021 such as 'Helping You Save Energy at Home'. To view the range of events and webinars on offer click [here](#). To visit the Home Energy Scotland Website click [here](#).



Other News



Training for Staff in Glasgow from Scottish Drugs Forum

Scottish Drugs Forum (SDF) is Scotland's national resource of expertise on drugs and related issues. They are delivering training sessions online for staff living and/or working in the Glasgow area during the month of January. There are a range of training opportunities available on topics such as; Drug Awareness, Alcohol Awareness, Multiple Risk, and Benzodiazepines. For further information on the training sessions that are available and to book a place click [here](#).



New Measure of Gender Equality in Scotland

Scotland's new Gender Equality Index, suggests that Scotland may have serious work to do before full equality by sex and gender is reached. Its headline score sets a numerical baseline against which future progress can be measured. Scotland showed to be furthest from full gender equality in the 'power' domain in the index, which measures equality between women and men in decision-making positions across the political, economic and social spheres. The indicators used in the Index were developed over the course of a three year period by a Scottish Government-led working group with prominent women's organisations and academics. For further information on this new Index, and to access the full statistical publication click [here](#).



Mental Health in the Workplace - Training

SAMH (Scottish Association for Mental Health) are offering free 'Mental Health in the Workplace' training. The sessions on offer from January to the end of March 2021 are; Maintaining Well Being, Building Resilience, An Introduction to Suicide Prevention and Mental Health in the Workplace - Guide for Managers. Each session lasts 1.5 hours and are all delivered via Microsoft Teams or Zoom. The sessions are open to anyone working or volunteering in the Greater Glasgow and Clyde Area. For more information click [here](#).



Alcohol, Ageing and the Workplace: Supporting Employee Health and Wellbeing

According to research, in the UK lost productivity due to alcohol has been estimated at around £7.3bn per year. Drink Wise Age Well predict that 1 in 5 people over the age of 50 in the workforce are at significant risk of harm from alcohol and highlight that "older adults are now more likely to exceed recommended alcohol limits and drink every day than any other age group". Across the year of 2020 and in 2021, with people spending more time at home on their own, factors such as loneliness and isolation may be more likely to exacerbate harmful drinking behaviours. We spoke to Abby Rodden and Trish Dunlop from Drink Wise Age Well to find out more about how we can support employees' health at work and target the issue of alcohol, particularly for people over the age of 50.

Why is it important to look at the issue of alcohol in the workplace and particularly so in the over 50's age group?

Providing employees with information about alcohol and its effects supports them to make healthier choices about their drinking as they age. Improved productivity, increased motivation and better relationships with colleagues are all potential benefits. There are also likely personal gains such as improved overall health, saving money and staying healthier and more independent for longer. There has been a considerable increase in the number of people over the age of 50 in the workplace. It is important to consider that the older we become the less quickly we are able to break down alcohol in our system. This is especially important for adults who are driving to work, or are driving or operating machinery as part of their job. We know that problem alcohol use leads to employee ill-health but it is important to note that this may be hazardous to the safety of your colleagues, customers and the public. Your organisation may be liable for injury or damage caused by an employee therefore if someone in your organisation is struggling with alcohol it is important to have appropriate policies and procedures in place to support them and your organisation.



What are the key steps workplaces can take to support their employees?

As mentioned above, having clear policies in place can be a useful starting point. Alcohol awareness sessions or training could also raise the issue of alcohol without singling any one employee out. Dry January for example, is an opportune time to discuss alcohol within your team. Creating a fun quiz on the topic might spark some competitiveness among colleagues and be a light-hearted approach to beginning a conversation about alcohol. Sharing factsheets or articles in the next company newsletter or at the next team meeting also provides an opportunity for employees to read up on the topic. Abby and Trish highlighted potential stigma attached to both being an older adult in the workplace, and harmful alcohol use, as key barriers for people discussing the topic and accessing support. They suggest that workplaces create a supportive environment for workers to seek out information and help.



Where can employers access information/resources and support to help their employees?

We found the Drink Wise Age Well Workplace Guide a great resource for employers who want to support their over 50s workforce to stay healthy. This includes advice and further detail on the information above, as well as signposting to online resources and legal support. Abby and Trish also shared information about the new over 50's helpline, which has been recently launched by 'We Are With You'. This helpline is available 7 days a week and provides free and confidential



advice to anyone over 50 who wants to talk about alcohol. For more information click [here](#). Public Health Scotland also offers free elearning on Alcohol and Drugs in the Workplace as well as a useful overview of the issues relating to alcohol in Scotland. To visit the Public Health Scotland website click [here](#).