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! To register for a place on any of our seminars please click here. You will be asked which seminar topic you would like to attend followed by the date you would like to attend. Once you have completed the form you should receive an email from us.

If you have any problems accessing the link please drop us an e-mail at healthyworkinglives@ggc.scot.nhs.uk

9th March 1.30pm - 3.30pm  Loss & Grief during COVID-19

The COVID 19 pandemic has transformed lives unimaginably, with many experiencing loss in its widest sense, not only bereavement. Though grief is a natural response to loss, it can be experienced very differently, and an awareness of this can be useful for employers/managers as they support staff wellbeing at this time. This session aims to raise awareness of loss and grief during COVID 19, and looks at the different types of losses experienced at this time. It will examine the impact of grief on mental health and explore strategies and resources to provide support.

17th March 1.15pm - 3.30pm  Resilience

This 2 hour online workshop helps you to:
- Understand the links between pressure, stress, performance and health
- Measure personal resilience (using a questionnaire providing scores on 8 dimensions of resilience)
- Identify actions you, as an employer, can take to build employee resilience
- Identify how you can help your employees to build their personal resilience

31 March 1.30pm - 3.30pm  Staff Financial Wellbeing

The seminar will look at the practical measures needed to improve staff financial wellbeing. The session will look at reducing the negative impact of money worries, debt and financial insecurity on employees and organisations. 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

NOTE: Not all campaigns are going ahead this year due to the Coronavirus

March 2021

- Eating Disorders Awareness Week 1st - 7th
- World Kidney Day 11th
- No Smoking Day 10th
- World Sleep Day 19th
- World Oral Health Day 20th

April 2021

- National Autism Awareness Day 2nd
- World Health Day 7th
- World Haemophilia Day 17th
- World Book and Copyright Day 23rd

Other News

Scottish Walking Awards 2021

Walking can play a vital role in Scotland’s response to the challenges of Covid-19, climate change and the obesity, biodiversity and mental health crises we face. Therefore, it is more important than ever to showcase the wide range of activities where walking and wheeling are making a difference.


Nominations close on 31 March. Winners will be announced on 11 May during National Walking Month. For further information please visit pathsforall.org
£4 million Home Heating support fund launched

A £4 million support fund has been launched to help Scots struggling with their energy bills during the coronavirus lockdown. The Scottish Government scheme, which will be administered by national advice service Advice Direct Scotland, is designed to prevent households falling into fuel poverty. The Home Heating Support Fund is open until March 31 and applications can only be made on behalf of individuals by ‘referral partners’ through homeheatingadvice.scot. For further information, please click here.

Free food waste workshops for your employees

Energy Saving Trust has teamed up with Zero Waste Scotland to offer Love Food Hate Waste workshops. Fun, free and interactive sessions are delivered online – perfect for staff working from home. Love Food Hate Waste workshops can empower your employees to save up to £437 a year and make their food shop go further by reducing food waste – helpful advice when we’re all trying to cut down on trips to the supermarket and many household budgets are getting tighter. Attendees can also enter a prize draw to win a £100 retail voucher. Funded by the Scottish Government, workshops are delivered by expert advisors. To find out more please visit energy savings trust.

COVID-19 Vaccine Update

NHS Inform have a webpage dedicated to explaining the Coronavirus vaccines that are available in the UK. This outlines how the vaccines are given and and issues associated with it such as vulnerability, allergy and if taking other medications.
In-work poverty is a growing concern. Low pay during the pandemic has impacted many, with two-thirds of workers earning below the real Living Wage experiencing a fall in earnings since the pandemic began. Earning less than the real Living Wage has laid bare the effects of low pay on financial security, family life, and mental and physical health over the past year.

As we inch closer to regaining some level of normality, joining the Living Wage movement is one of the key ways employers can help with Scotland’s economic recovery and create the caring and compassionate society we all want see.

“Living Wage accreditation is an important step for us in demonstrating our commitment to our greatest asset – our people”
Greg, Northern Light Consulting

What is the real Living Wage?
The real Living Wage is an independently calculated hourly rate of pay, based on living costs. The rate is announced each November, during #LivingWageWeek.

Currently £9.50 per hour, the rate is calculated based on essential costs including food, housing, childcare, and heating costs, alongside unexpected costs such as an emergency trip to the dentist.

Employers choose to pay the rate, going further than statutory minimum wage rates. Living Wage accreditation celebrates employers that commit to paying the real Living Wage to their core staff and regular contractors.
Employer Benefits:
Being a proud Living Wage accredited employer is one of the clearest messages you can send about your organisation’s values and demonstrates a commitment to staff.

Research shows that it can improve recruitment and retention, reduce training costs, enhance productivity, and boost staff morale.

In our employer survey, the most common response was that employers were proud to be accredited Living Wage employers. Living Wage accreditation is not only a celebration of that business decision, but also signals support for the wider Living Wage movement’s aim of tackling in-work poverty.

Health Benefits:
More employers, including those with Healthy Working Lives awards, are recognising the important role of fair pay in supporting the health and wellbeing of their workforce. Earning at least the real Living Wage means workers are better able to meet their everyday needs, relieving the stress and anxiety associated with financial pressures.

Employers can implement the real Living Wage as a measure to protect their workforce from the harms of in-work poverty and as an investment in health improvement.

Dr Gerry McCartney, Head of the Scottish Public Health Observatory (ScotPHO) said:

“Our own calculations have shown that declining real terms incomes over the last 10 years in Scotland have been an important contribution to the stalled trends in life expectancy.”

“Initiatives like the real living wage, which boost incomes by increasing the hourly rate of earnings, can help to reverse these trends and are an intrinsic part of economic redesign.

Read more on Why the Living Wage can improve health outcomes (Published during Living Wage Week (November) 2020)
About Living Wage Scotland
Living Wage Scotland was established in April 2014 with the aim of increasing the number of employers in Scotland who are recognised for paying their staff the real Living Wage. Hosted by The Poverty Alliance, Living Wage Scotland works in partnership with the Living Wage Foundation and is funded by the Scottish Government.

How to join
The Living Wage Scotland team based at The Poverty Alliance are here to help Scottish based employers understand the business value and social impact of paying the real Living Wage, and offer support on the journey to becoming Living Wage accredited.

Accreditation is the process where an employer applies for the licence rights to display the Living Wage employer logo, a recognised symbol of responsible business practice.

To gain the licence rights to display the Living Wage employer logo, employers complete a simple, online licence agreement, confirming that the real Living Wage is paid to all relevant workers.

Get in touch
We are here to help! Contact us for more information on the real Living Wage and accreditation:
Email: accreditation@povertyalliance.org
Or visit: https://scottishlivingwage.org/

If your organisation would like anything shared please get in touch at healthyworkinglives@ggc.scot.nhs.uk