

NEW FREE TRAINING & SEMINARS

We are pleased to share our NEW Training Registration Form for our series of online seminars & training to help employers to support their staff.
New seminars & training running between now and December all available to book your place now!

To register for a place on any of our seminars or training please click [here](#). You will be asked which seminar topic you would like to attend followed by the date you would like to attend.
If you have any problems accessing the link please drop us an e-mail at healthyworkinglives@ggc.scot.nhs.uk

Keep Active At Work - Combating sedentary behaviour

This session aims to look at how our work environments and settings contribute to sedentary behaviour and will discuss some easy to implement solutions for being more active during our work days.

November 9th+22nd

Click [Here](#) to register



Staff Financial Wellbeing- What you can do to help

COVID 19 has brought unprecedented changes to people's lives, and many will be worried about the financial impact of these changes. This free, online session looks at practical measures to reduce the negative impact of money worries, on both employees and organisations. The session is suitable for managers, HR, staff side representatives and occupational health staff.

November 23rd

Click [Here](#) to register



Good Sleep Supports Good Health

Sleep is essential for our physical health and immune system, as well as for our emotional and mental wellbeing. Working from home, social distancing, money worries and health concerns have all added to make this an unsettling and stressful time for many. This session will focus on the challenges of sleeping well and the importance of, and guidance towards, good sleep during the pandemic.

November 3rd + 24th

Click [Here](#) to register



Training Dates

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.



November 16th +29th

Click [Here](#) to register

How to boost resilience at work

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



November 4th +16th

Click [Here](#) to register

Towards a Healthier Workplace - Reducing Gambling Harm

This session aims to raise awareness of the impact of gambling harm in the workplace and will improve the knowledge and understanding of best practice in supporting employees and reducing gambling harm in the workplace.



November 17th+24th

Click [Here](#) to register

Men's Health – Starting A Conversation At The Workplace

This session aims to open up a discussion about men's health awareness and healthy living for men. The session will discuss some common health conditions that affect men, and focuses on the easy to action habits that helps in preventing them.



November 9th+18th

Click [Here](#) to register

Training Dates

Keeping people safe at work - Undertaking effective risk assessments in a changing world

In this ever-changing world, where new risks can emerge unexpectedly, employers need to continue to keep people safe in the workplace by undertaking effective risk assessments.

This session aims to:

- outline the key requirements and terms involved in completing risk assessments
- describe the five steps to risk assessments
- explain how to identify hazards and evaluate risks, including COVID-19
- signpost to sources of further advice, guidance and support

November 10th

Click [Here](#) to register



Supporting and Managing Staff with Long COVID

This session aims to raise awareness of the impact of long COVID in the workplace and to improve knowledge and understanding of best practice in managing employees with long COVID.

November 10th + 30th

Click [Here](#) to register



Returning to the workplace - supporting staff mental health and wellbeing

In this interactive 90 minute session, we will discuss how to look after our mental health and wellbeing at work in a constantly changing world such as following a pandemic. We will provide support to employers and employees to improve their knowledge and understanding of dealing with COVID-related anxiety and stress and offer practical tips and ideas to create healthy and sustainable working conditions.

November 11th+29th

Click [Here](#) to register



Training Dates



While the Healthy Working Lives award is on “pause” why not take some time to visit our Healthy Working Lives page [here](#) and get some information about our other services as well as inspiration and ideas for some healthy workplace activities. Engaging in activities could bring benefits to your workplace.

Public Health Scotland’s Virtual Learning Environment

This space hosts a wide range of free online courses, learning modules, event information, resources and more. To provide workers and volunteers in the NHS, wider public sector, private and third sectors across Scotland with the knowledge and skills to help tackle a range of health inequalities .

Click [here](#) to find out more or complete some of the online training.



Do you work in Glasgow City?

Free online training is available from The Scottish Drugs Forum for anyone working in communities who may need current knowledge around drugs and alcohol to support them in their work with children, young people, and adults.

To book please click [here](#)



Mental Health in the Workplace - Training

Since January 2019, the NHS GG&C has been working in partnership with SAMH to deliver a program of learning opportunities to support increased knowledge and understanding about mental health. The program on offer during November 2021 includes a variety of online learning sessions, lasting 90 minutes and being delivered using MS Teams and Zoom. Sessions on offer Maintaining Well Being, Building Resilience, An Introduction to Suicide Prevention and Mental Health Supporting Others and Mental Health Supporting Customers (for those working in customer service type roles/organisations).

For more information click [here](#).



Family Money Worries: Why it Matters to Workplaces

On the 2nd of December 2021, the Employment and Health team at NHSGGC will be hosting an important and timely webinar on In-Work Poverty and Families.

We are currently in the midst of a perfect storm... the impact of COVID-19, cost of living increases, and reduction in some benefits means that more families than ever are struggling with finances. The stress of having family money worries can affect all aspects of life, including our performance at work, our mental wellbeing, and our ability to take care of our health and that of others.

Our companies have said ...

"Worries mean that people can't concentrate and make mistakes"

"Staff may go off sick if things get too bad"

"Team members are unable to participate in nights out, etc. leading to feelings of isolation"

At this webinar we will have speakers from various organisations such as: Glasgow Caledonian University, Working Families and the Child Poverty Action Group.

Our expert panel will raise awareness of the main issues and share examples of practical measures which can help reduce the negative impact of money worries, on both employees and organisations.

Following the presentations there will be an opportunity for Q&A with the panellists. Please note that we will be recording this webinar and the recording link will be shared with the attendees afterwards; by attending you are consenting to your name being recorded.

This webinar is open to everyone, please feel free to pass onto anyone who may be interested in attending. If you would like to attend, please register [here](#). After registering, you will receive a confirmation email with information about joining the event. The Microsoft Teams link to join can be found in this email.

Please register early to avoid disappointment - we are expecting places to fill up fast. If you have any queries, please contact healthyworkinglives@ggc.scot.nhs.uk

Kind regards,

The Employment and Health Team at NHS Greater Glasgow and Clyde

National Campaigns

November 2021

Movember Men's Health Awareness

International Stress Awareness Week 1st - 5th

Talk Money Week 8th - 12th

Anti Bullying Week 15th - 19th

Alcohol Awareness Week 15th - 21st

Action Against Domestic Violence 25th - 10th Dec

December 2021

World Aids Day 1st

National Grief Awareness Week 2nd - 8th

Christmas Jumper Day 10th

Talk Money Week 8th-12th November

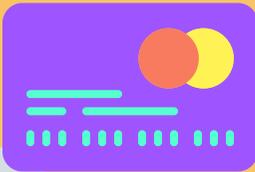
If you find it hard to talk about money, you're not alone. That's why every year the [Money and Pensions Service](#) encourage people to open up about their finances. By having a conversation, you can improve your physical, mental and financial wellbeing.

Talk Money Week 2021 is coming on 8-12 November.

Want to talk about money in your organisation?

Click [here](#) to get your participation pack to help you kickstart a conversation in any walk of life, including:

- in your workplace
- at home with friends and family
- in financial services
- in local authorities and housing
- in education
- in the third sector
- in healthcare
- on social media, at events and in the press.



Online Training Needs Survey

As we continue to develop our work in response to COVID 19, it is important that the online training we offer is suitable and relevant to workplaces. You may remember that we circulated a training needs survey in May 2021, but your staff training needs may be changing more rapidly than usual, so we would like to ask you to respond again. The survey is anonymous and will take no more than 5 minutes to complete. Your responses will be used to inform the planning of our online training programme- simply click on the link below:

[Training Needs Survey](#)



The Glasgow Business Awards

GLASGOW
CHAMBER OF COMMERCE

NHS
Greater Glasgow
and Clyde



**Healthy
Working
Lives**



The Glasgow Business Awards Ceremony is firmly established as the leading awards ceremony for Glasgow businesses. , Offering the opportunity to promote major achievements and celebrate success, and attracting high profile industry support and involvement

Comedian Fred MacAulay compered the 23rd annual Glasgow Business Awards event at the Doubletree by Hilton Glasgow Central, on Thursday 7 October where a total of 16 awards were presented.

NHS Greater Glasgow and Clyde Employment & Health Team were delighted to once again be working with Glasgow Chamber Of Commerce to sponsor the Health and Wellbeing category of the Glasgow Business Awards. This category celebrates businesses who have, over the last year, committed to putting in place policies and practices to improve the health and wellbeing of their employees, and have realised direct improvements to the performance and productivity of their business.

Glasgow headquartered wholesaler JW Filshill scooped three prizes as they were crowned **Best for Health and Wellbeing**, Family Business of the Year, and Most Outstanding Business.

With more than 140 years of experience in the Scottish convenience sector, its KeyStore brand is one of the most recognised convenience store chains in Scotland. It was chosen as the winner against stiff competition from businesses across a wide variety of sectors operating in Glasgow.

To find out more about the awards click [here](#).

Pictured below is Debbie Nelson (Health Improvement Senior NHS GGC) presenting the award for Health & Wellbeing to Amanda Casey (Health and Safety manager) at JW Filshill.



Autumnal Extras



Scotland is living in a global climate emergency. As we start to recover from the COVID-19 pandemic we have the chance to make positive changes to help tackle climate change and reach net zero emissions in a way that is just and fair. But we need everyone to take action and play their part. It's time for change. With the wellbeing and safety of the world's population at stake, we need to succeed. And together we can. Let's do net zero.

Click [here](#) to find out more from Net Zero Scotland



Celebs Pose for Movember 2021

Professor Green, Ghetts, Royal Blood, Ashley Walters, Jesse Wood, Joe Sugg, Hussain Manawer, Jonny May, Fearnie Cotton and Gizzi Erskine are amongst some of the celebrities proudly taking part in promoting 'Movember' this year. To see the pictures and read more click [here](#). November is men's mental health awareness month and 'Movember' promotes mental health awareness as well as suicide prevention, and testicular and prostate cancer. Could Movember be something to celebrate at your next virtual team meeting...

sponsor a colleague to grow a 'tash? For plenty of ideas to fund raise for men's health visit the Movember website [here](#).



Tax Relief for Home Workers

People who have had to work from home this year may have noticed an increase in costs such as energy bills and broadband. Workers may be able to claim tax relief for additional household costs if they have had to work at home on a regular basis, either for all or part of the week. This includes if they have had to work from home because of COVID-19. Workers will get tax relief based on the rate at which they pay tax

however they cannot claim tax relief if they have chosen to work from home.

To check if you are eligible to claim worker related expenses, visit Gov.UK [here](#).



Actify

Actify is an online platform that hosts a range of digital content designed to help people become more active. The Actify website is a source of information and resources for people to learn more about being physically active and the potential benefits of this. Actify was created with the support of the Scottish Government and is a not-for-profit social enterprise aiming to empower the physical activity sector to utilise digital technology, content, and data. Actify is for anyone who is interested in sports and physical activity. The platform has been designed to enable organisations of all shapes and sizes to upload and share content in their own branded area.. To visit the webpage, click [here](#).



Meet the Team



Our fabulous Employment and Health Team work extremely hard to improve the health and employability outcomes of our working age population. The team deliver on interlinking programme areas to support people into and to remain in supportive, healthy working environments.

We Asked the Team some Questions so that you can get to know them better.
This month it's Sophia Buts (Health Improvement Practitioner)



Sophia joined the Employment & Health Team in May 2021. Sophia's role is to work under the Healthy Working Lives programme to provide health improvement expertise and advice to develop the capacity of employers to promote health and reduce health inequalities.

On a day to day basis Sophia develops and delivers virtual training session to organisations in the GGC area.

Although Sophia is new to the NHS, she knows a lot about mental health and other health inequalities as she previously worked as a Forensic Mental Health Advocate and Support Practitioner.

In her spare time Sophia likes to spend time with her family and friends, play field hockey and workout at her local CrossFit gym. She also loves going for walks and to travel to Holland, where she is originally from.

