

**CURRENT
AWARDS:**

19 **GOLD**

16 **SILVER**

60 **BRONZE**

3 **M H
COMMEN-
DATION**

**ORDER RE-
SOURCES
ON-LINE
FROM -**

**RE-
SOURCES
DIRECT:**

[www.nhsghcp
at.org](http://www.nhsghcp.at.org)

**Register for the
HWL National e
-Newsletter at:**

[www.healthyworking
lives.com/subscribe](http://www.healthyworkinglives.com/subscribe)

Workplace Health

JULY/AUGUST 2011

Forthcoming Campaigns :



World Breastfeeding Week. 1 - 7 August.
Celebrated in more than 170 countries worldwide



[Click here for details](#)



International Association for Suicide Prevention



September 10, 2011

World Suicide Prevention Day

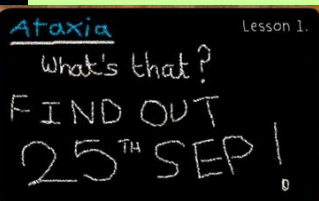
Preventing Suicide in Multicultural Societies

[Click here](#)

World Alzheimer's Day—21st September 2011

The theme for World Alzheimer's Day™ 2011 is 'Faces of dementia'. Every year on 21 September Alzheimer associations across the globe unite to recognise World Alzheimer's Day and 2011 will be no exception with events taking place internationally. We are confident that the large numbers of people involved and the media coverage these events will gain can make a real difference for people with dementia, their families and carers worldwide.

[Click here](#)



25 September is International Ataxia Awareness Day.
Click here to get involved in the biggest ataxia day of the year.



www.ataxiaawarenessday.org

One World, One Home, One Heart.



29 September 2011



Healthy Working Lives Awards - June 2011

Congratulations to:

Baker RDS
Fugro Survey Ltd.
PSN
Aker MH
Aker OPL
Aker Subsea
Abermed
Bibby Offshore Ltd
CP Loggs Platform

Bronze
Bronze
Bronze
Bronze
Bronze
Bronze
Silver
Gold
Gold

New Healthy Working Lives Registrations - June 2011

Welcome to:

CNR Ninian South
Transocean Prospect rig
Craig Group

Bread PR
Aberdeen Performing Arts
Oceaneering International Services Ltd

Forthcoming Campaigns continued:

Get involved :

Be a part of our biggest event of the year and help people living with cancer.



- [Easy as 1,2,3](#)

Holding a coffee morning is a piece of cake. Download materials to help you promote yours and get answers to all your questions.

- [Picture this](#)

Upload your photos to our Flickr group or your own photo site and use the tag 'World's Biggest Coffee Morning'.

- [A call to action](#)

If you're a bit of a film-maker, why not upload your videos and use the tag 'World's Biggest Coffee Morning'. We'd love to see them.



- [Tell everyone all about it](#)

Find out how coffee mornings across the UK are going and tell us about yours too.



What's it all for?

Whether you raise £20, £200 or £2,000, you will be part of a nationwide event that really does make a difference.



- [More good days](#)

From Macmillan nurses to family support workers, our services help people living with cancer to have more good days.



- [Meet some of the people we help](#)

Like **Tom** from Kent, whose Macmillan nurse helped calm his fears, and **Dennis** from Glasgow, who found that a cancer diagnosis didn't have to mean the end of the world.

NHS Grampian *healthpoint* is your one stop health information point, offering free confidential information, advice and access to reputable services, in a friendly welcoming environment.

NHS Grampian *healthpoints* work proactively to tackle health issues relating to self care offering free information and advice on a number of health concerns for professionals and members of the general public.

Our trained health advisors are there to help you with information and advice on a wide range of health related issues:

- Practical ways to improve your health
- Information about Health Conditions
- Access to support groups and organisations
- Long term conditions, e.g. Diabetes, Asthma
- Information on *your* health concerns
- How to access NHS services
- Employment within the NHS
- Access to free condoms

If you want to improve your health, we can offer you a range of help; from simple advice to a personalised 'self care' folder.

If you or some one you know has been diagnosed with a condition, or want to find out about a health condition, we can offer information on the condition, sources of further information and details on local and national support networks.

healthpoint also hold monthly campaigns inclusive of activity weeks for the staff and public to take a practical approach to health with help from specialist services. All done in line with both local and national campaigns, *healthpoint* host a range of events from 'New Year, New You' to supporting Breast Cancer, 'Wear it Pink'

healthpoints can be found at:

Aberdeen Indoor Market (In Shops)
8 - 10 Market Street
Aberdeen
Open Monday to Saturday 10.00am to 4.00pm

Aberdeen Royal Infirmary Concourse
Open Monday to Friday 10.00am to 4.00pm

The Hot Spot, Peterhead
1-3 Kirk Street
Open Tuesday to Friday 11.00am to 3.00pm

Fraserburgh *healthpoint*
58a High Street Fraserburgh
Open Tuesday to Friday 11am to 3pm

A Mobile *healthpoint* service also runs in Moray and can be found at:
Elgin Library on Mondays, 10.30am - 4.00pm
Moray College on Mondays (Term Time), 1.00pm - 4.00pm
Elgin Community Surgery on the last Monday of every month, 10.00am - 12.00pm and Moray Coast Medical Centre on the First Tuesday of every month.

***healthpoint* information is also available at:**

- David Anderson Building, Foresterhill Road
- Torry Neighbourhood Centre
- Lhanbryde Community House
- Denburn Health centre, Aberdeen
- SCP Management Unit at Spynie, Elgin
- City Clinic, Aberdeen
- Cornhill Hospital, Aberdeen
- Square 13, Aberdeen

Please note that our trained advisors do not work at these locations. These are information areas only.

Healthy Living (and working) Promoted at RAF Lossiemouth

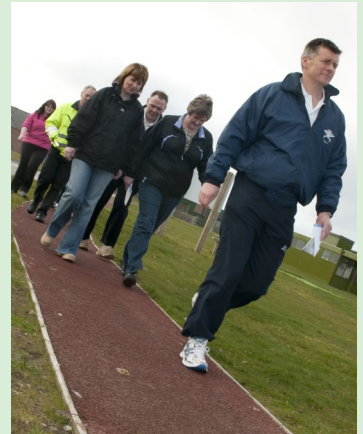
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RAF Lossiemouth held its first Civilian Health and Wellbeing event on 25th March this year as part of its initiative to promote a healthy work-life balance. The event's objective was to provide information on all aspects of dealing with stress and also to illustrate how leading a healthy life can improve your health as well as being a useful tool to deal with stress.

The day started with Roy Hunter, station physio, illustrating how to sit correctly in your chair with the addition of fitness stretches to get everyone ready for the day ahead. The next session consisted of 3 workshops led by Colin White, PPPA Occupational Health, Lynn Purvis, HRBP who discussed the Voluntary Early Release Scheme and personnel issues. After a short break of healthy carrots and water it was on to a listening skills session with Padre Tony Gilbert. Time was then allowed for a coffee break before a hands on session lead by OC Force Development Squadron, Squadron Leader Chrissy Ashton and her team. This involved problem solving and a fun game to illustrate how communication and working as a team can help to alleviate problems in the work place and at home.

A tasty but healthy lunch followed, provided by the Civil Service Sports Council who also explained the benefits of membership. The aspiration being that RAF Lossiemouth will send a team to the annual Civil Service sports day in Bath.

The final session of the day was led by Flight Lieutenant Jim Thompson, the Physical Education Officer and his team who explained the "Walking Wednesday Initiative". Then leading from the front, Flt Lt Jim Thompson took the group on a walk that could be completed within a lunch-hour. There was also the opportunity to attend a gym induction which was taken up by some of those who had attended the event. Jim Thompson explained, "It's imperative to show that you can obtain fitness on a variety of levels and going for a simple walk in your lunch hour not only helps to improve your fitness but can de-stress you after a busy morning in the workplace." "The Walking Wednesday initiative is exactly what it is; let's get out of our offices on a Wednesday and go for a walk".



Free Work Related Road Safety Events, new training tools and DVD

With a third of all road crashes involving someone who is driving for work purposes so it makes good business sense to manage occupational road risk. The Scottish Occupational Road Safety Alliance (SCROSA) (<http://www.scorsa.org.uk/> - external link) has announced a number of free events around the country to provide guidance and support to business coping with the risk presented from driving for work and to promote the existence of a number of new free tools available to help Scottish Businesses manage their driving risks.

The events in Fife on 16th June, Aberdeen on 14th September (probably in the Douglas hotel) and Glasgow on 30th November will look at the business benefits in managing occupational road risk and introduce a new Driving Risks at Work tool kit for employers. This free training tool for managers is designed to help businesses present messages about safe driving and workplace policies on driving to staff and includes discussion cards to help raise issues at work, a film with real life scenarios from the Scottish Roads and a Driving Risks DVD covering employers and employees responsibilities. The Driving Risks DVD, created by Healthy Working Lives, can also be viewed now on the SCROSA web site. The Fife event will also provide an opportunity to have a look inside a safety camera vehicle. To note interest in attending please email info@scorsa.org.uk.

Customer Feedback

The Scottish Centre for Healthy Working Lives will shortly be introducing a feedback system for our clients in order to gather views from users of the National Adviceline, workplace visits, training or awareness sessions and the Healthy Working Lives Award Programme. Clients will receive an email inviting them to complete a web-based feedback form which will provide them with the opportunity to comment on what does and what does not work, along with what is good about existing services and what is missing.

The Scottish Centre aims to use customer feedback to continually review the services available and, where applicable, change, modify and improve these in line with the information gathered - this process will ensure effective and efficient service delivery.



Making sense of the maze:

Solution Focused Interaction sessions at Robert Gordon University

Robert Gordon University are offering a range of Solution Focused Interaction sessions that can offer a brief and effective route to positive change through bespoke training services built around client needs. This practical approach to problem resolution focuses on achieving goals in a short period of time ensuring positive change.

Based at the School of Nursing and Midwifery, the University's fully-qualified and experienced staff can provide a comprehensive range of services to both business and clinical clients, personally guiding them to a solution step-by-step.

During these sessions, participants will be coached to build on their existing platform of knowledge to help construct a framework enabling them to take action to bring about a measurable outcome for the future.

For more information, please visit www.rgu.ac.uk/solutionfocusedinteractions. To book a session, please email steve.smith@rgu.ac.uk.

Training

Mental Health First Aid (MHFA) was first developed in Australia by Betty Kitchener and her husband Professor Anthony Jorm. Like most brilliant ideas it came about in a very ordinary way. Betty and Tony were walking their dog one day when they realised that there was no mental health equivalent of physical first aid. This germ of an idea led to an internationally recognised programme of simple steps that can be used to help a person in distress.

One in four people in Scotland experience a mental health problem each year. 15-20% of employees experience mental health problems in any given year, accounting for about one-third of all workplace sickness absence.

The **2-day course** will teach you to:

- Give initial help to someone experiencing a mental health problem
- Deal with a crisis situation or the first signs of someone developing mental ill health
- Guide people towards appropriate self and professional help

Mental Health First Aid Courses have been scheduled as follows:

**22 and 23 September 2011 at The Citadel
Castlegate
Aberdeen, AB11 5BG**

**27 and 28 September 2011 at Aboyne Hospital, Aboyne
Aberdeenshire, AB34 5HQ**



All sessions will last from 9.30 am to 4.30 pm and attendance on both days is required.

The cost is **£55** per person for the general public, **£65** p.p. for public/voluntary organisations and **£95** p.p. for private sector organisations (inclusive of tea/coffee and delegate pack). A 45 minute lunch break will be allocated, please feel free to bring a packed lunch or there are cafés and shops nearby.

To book a place please contact: david.adam@nhs.net or: *David Adam, Wellfolds, Cothal, Dyce, Aberdeen, AB21 0HX.*

**6th September 2011 at Summerfield House
9:30am-1:00pm**

WORKPLACE ALCOHOL AND DRUGS WORKSHOP

The Scottish Centre for Healthy Working Lives in partnership with

Alcohol Focus Scotland and Scottish Drugs Forum has developed a half-day training programme which is designed to give information and guidance to employers to help deal with workplace issues on both alcohol and drugs.

The sessions will enable employers/ managers to create a greater awareness around alcohol and drugs in their workplace and provide them with the knowledge and skills to deal with issues as they arise.

On completion of the training course, participants will have:

- Increase knowledge of the impact of alcohol and drugs on the workforce
- Increased knowledge of all forms of substances and their impact on the individual and workplace
- Increased awareness of the legal framework within which to implement workplace alcohol and drugs policies
- Increased awareness of development and implementation of alcohol and drugs policies

Increased confidence in dealing with staff issues around alcohol and drugs

The sessions are delivered by Alcohol Focus Scotland trainers and co-ordinated by the Grampian Healthy Working Lives Team.

If you would like to book a place, for this workshop please email to grampianhwl@nhs.net

If you would like further information please contact. Jim Clark on 01224 558525

Tea & coffee available before and during the session.



The Mentally Healthy Workplace Training programme has been developed by the Scottish Centre for Healthy Working Lives in partnership with the Scottish Development Centre for Mental Health.

The course is designed to encourage good practice in promoting positive mental health and wellbeing, thereby contributing to a more open culture that puts mental health on the agenda alongside physical health, social inclusion and productivity. The course is suitable for line managers, supervisors, human resources and occupational health staff and aims to:

Give employers and line managers a broad understanding of mental health

Increase awareness of mental health issues in the workplace

Identify the key factors that contribute to a mentally healthy workplace

Improve managers' skills and confidence in dealing with mental health and wellbeing in the workplace

Ensure that managers are aware of their legislative responsibilities in relation to mental health and wellbeing.

These issues and topics will be covered in the session:

Why a Mentally Healthy Workplace is important

Managing a Mentally Healthy Workplace

Discrimination and Mental Health

Action Planning for a Mentally Healthy Workplace

Prior to the course delegates are required to complete an elearning course. Details on how to access this **FREE** elearning are as follows:

1. Logon page for NHS Health Scotland elearning:
<http://elearning.healthscotland.com/> (create user name and password)
2. MHWP training page:
<http://elearning.healthscotland.com/course/view.php?id=95>

The **FREE 1 day training course is delivered by a multidisciplinary team. The varied knowledge and experience of the training team allows for both an organisational and personal perspective to be pursued and enables wider discussion around mental health and employability.**

Course Dates and Venues:

Wednesday 31st August, The Acorn Centre, Inverurie West Parich Church, West Hight Street, Inverurie, Aberdeenshire AB51 3SA (Tel 01467 670850)

Title:		Fore-name:		Sur-name:	
Position/ Job Title:					
Organisation:					
Organisation Address:					
Postcode:		Daytime No:		Tel	
E-mail address:					
Dietary/ other requirements:					
Date of Course:	Friday 17th June 2011				
Venue:	Aberdeen TBC				

Please note a £60 cancellation fee will be charged for non-attendance on this course. Please advise of any cancellation or delegate change no later than 10 working days before day 1 of the course otherwise the cancellation fee will apply.

In completing this form, you agree to the data being held by (Public Health and Planning which is part of) NHS Grampian, as data controller. The information will be held for the purposes of training administration, monitoring and evaluation, and for contacting you to offer future training. This information will be held in confidence and only used by Public Health for the purposes described and not for any other purpose, without your permission. If at any time you wish to be removed from our database, please contact Lisa Beattie, tel 01224 558434.

Please return this form to:

**Lisa Beattie
Finance and Training Administrator
Health Promotion Team
Summerfield House
2 Eday Road
Aberdeen
AB15 6RE
Direct Phone No. 01224 558434
Fax No: 01224 558630
E-mail: lisabeattie@nhs.net**



**Scottish Centre for Healthy Working Lives (SCHWL)
Managing Stress in the Workplace Training**

Course aims: This course is aimed at HR, H&S or other representative from organisations wishing to undertake a stress risk assessment. It provides information on the HSE Management Standards for Work-related Stress and the **Work Positive** risk management process. It includes practical exercises to develop skills required to conduct a stress risk assessment and action plan in the workplace and highlights the key role of line managers in reducing stress and promoting wellbeing. Delegates leave the session with a draft project plan for implementing the Work Positive process in their workplace. Open courses are available **FREE** of charge, and are funded by SCHWL. The course will be run on **Thursday 6th October at Forest Grove House, Foresterhill Road, Aberdeen AB25 2ZP.**

Information about the trainer:

Rebecca Lancaster of Work and Wellbeing Consultants will deliver the training. She is an Occupational Psychologist and developed the Work Positive stress risk management tool for NHS Health Scotland. She works closely with the Scottish Centre for Healthy Working Lives in further developing Work Positive and accompanying training and resources.

Programme

09.00	Registration, refreshments and introductions
09.30	Stress in the workplace, symptoms, causes and impacts
10.00	HSE Management Standards for Work-related Stress
10.20	Work Positive: A 5 step stress risk management process
10.40	Work Positive Step 1 and practical exercise
11.20	Work Positive Step 2 and practical exercise
12.15	Lunch
13.00	Work Positive Step 3 and practical exercise
14.00	Work Positive Step 4 and practical exercise
15.00	Work Positive Step 5
15.30	The role of line managers including HSE Competency framework
16.00	Reflections and actions from the course
16.15	Evaluation and close

How to book your place:

Contact SCHWL to secure your place. Email Connolly Linda at linda.connolly1@nhs.net

Give Kids a Chance

Are you interested in volunteering?

Give Kids a Chance requires volunteers to support the delivery of activity programmes for young people in the Grampian area. The project supports young people to increase their self confidence and self esteem through involvement in a range of social and leisure activities. Volunteers support Give Kids a Chance to deliver a programme of over 40 activities in Grampian. There are volunteer vacancies on a Monday, Wednesday, Saturday and Sunday as drivers, escorts and activity assistants. All activities take place after school in the evenings or day time during the weekends.

If you have some free time and would like to consider volunteering to support young people please contact Heather Wilson, Give Kids a Chance Project Manager on 01224 555224 or by email at heather.wilson2@nhs.net

SMOKING CESSATION

STOP PRESS...calling all medics are you interested in attending a free two day smoking cessation course. The course is nationally recognised and will be delivered free by NHS Professionals to the national standard. It is intended to give you valuable information, tools and resources to enable you to support employees who want to quit smoking. Dates and Venues yet to be finalised, however to register your interest contact Julie Phillips, Healthy Working Lives Adviser at juliephillips@nhs.net or get in touch with your own HWL Adviser.



Local Services Guide

The workplace team has developed a directory of local and national organisations, websites, services and resources that can help YOU in working towards your HWL Award. To access an electronic copy of the guide please [click here](#). If you would like a paper copy please contact the

ABERDEEN COUNCIL OF VOLUNTARY ORGANISATIONS

(for ideas for fundraising and volunteering)

The ACVO E-Bulletin is an excellent communication tool for Grampian and is used to increase meaningful communication and consultation across all sectors.

To view current and past editions of their newsletter, as well as to potentially link your own newsletter to theirs, click on the link below:

<http://www.aberdeencn.info/MiscPages/news.asp>