



# Healthy Working Lives Newsletter January 2025



Welcome to our latest newsletter. Whether you are self-employed, own a Small or Medium Sized business or just starting out, we hope you find our local newsletter useful in supporting your workplace wellbeing programme, and as always, we welcome any feedback and comments you may have. Contact us: 01896 825982 or by email: [hwl-enquiry@borders.scot.nhs.uk](mailto:hwl-enquiry@borders.scot.nhs.uk)  
**UNSUBSCRIBE:** *If you no longer wish to receive this newsletter, please reply to the email you received with the subject line - Unsubscribe.*

It has been a year since Healthy Working Lives returned to the Borders. The programme is funded by the Scottish Government and is delivered by myself, the Healthy Working Lives Advisor. I am employed by NHS Borders and my role is to help and advise small businesses on the health and wellbeing of their employees as well as many other topics! Please visit [Healthy Working Lives - Public Health Scotland](#)  
2025 promises to be another busy year. We will be able to offer businesses training programmes online and in person; including **Mentally Healthy Workplace Training for Managers** and **Supporting Menopause in the Workplace**.

Please contact me for further information and to register your interest.

**Mentally Healthy Workplace Training** – In Person: 15 May and 29 May 2025. 23 October 2025. Online: 06 November 2025.

I had the pleasure of providing staff at Borders College with a Supporting Menopause in the Workplace presentation recently, followed by a Menopause Café. The training aims to provide managers and staff with knowledge of the menopause, its symptoms and how they can affect someone at work. We talked about how to support staff to enable them to remain at work and most importantly, how to create an open conversation about menopause in the workplace. If you are interested in receiving this training or having a menopause café in person or online, please contact me for further information on [hwl-enquiry@borders.scot.nhs.uk](mailto:hwl-enquiry@borders.scot.nhs.uk)



**Supporting the Scottish Borders Workforce Healthy, Safety & Wellbeing**  
**You can access FREE and CONFIDENTIAL services in the Scottish Borders which support employers with workforce health, safety and wellbeing**

Working Health Services in the Borders provides health advice and support for self-employed people and for people working in companies with less than 250 employees:

The service aims to help:

- employees manage their condition and remain at work
- a return to work if a short period of sickness absence occurs
- prevent them having further periods of sickness.



[Working Health Services Scotland - Ill health and absence - Workplace guidance - Healthy Working Lives - Public Health Scotland](#)

# Health & Safety at Work Summary statistics for Scotland 2024



## Key facts

Health and safety at work  
Summary statistics for Scotland 2024

<b>128,000</b> Workers suffering from work-related ill health (new or long-standing) <small>Source: Averaged estimate based on self-reports from the Labour Force Survey for 2021/22 - 2023/24</small>	<b>37,000</b> Workers suffering from work-related musculoskeletal disorders (new or long-standing) <small>Source: Averaged estimate based on self-reports from the Labour Force Survey for 2021/22 - 2023/24</small>	<b>70,000</b> Workers suffering from work-related stress, depression or anxiety (new or long-standing) <small>Source: Averaged estimate based on self-reports from the Labour Force Survey for 2021/22 - 2023/24</small>
<b>55,000</b> Workers suffering from a new case of ill health <small>Source: Averaged estimate based on self-reports from the Labour Force Survey for 2021/22 - 2023/24</small>	<b>2.9 million</b> Working days lost due to work-related ill health <small>Source: Averaged estimate based on self-reports from the Labour Force Survey for 2021/22 - 2023/24</small>	<b>£1.8 billion</b> Annual costs of work-related injury and new cases of ill health, excluding long latency illness such as cancer <small>Source: Estimates based on HSE's Costs to Britain model 2022/23</small>
<b>18</b> Fatal injuries to workers reported in 2023/24 <small>Source: RIDDOR</small>	<b>43,000</b> Non-fatal injuries to workers <small>Source: Averaged estimate based on self-reports from the Labour Force Survey for 2021/22 - 2023/24</small>	<b>5,719</b> Non-fatal injuries to employees reported by employers in 2023/24 <small>Source: RIDDOR</small>

## Working Minds - Work Right to keep Britain safe

There are an estimated 70,000 work-related stress, depression or anxiety cases annually. An average 1.9 million days are lost to work-related stress, depression or anxiety each year, at a rate of 0.87 days lost per worker.

*Source: LFS, annual average 2021/22-2023/24*

There are an estimated 37,000 work related Musculoskeletal disorders (MSD) cases annually. An average of 0.5 million days are lost to work-related MSD each year, at a rate of 0.23 days lost per worker.

*Source: LFS, annual average 2021/22-2023/24*

**FREE ONLINE LEARNING**

Sign up to HSE's interactive tool for employers to prevent work-related stress and support good mental health

**ONLINE LEARNING NOW AVAILABLE**

WORKING MINDS - MAKE IT ROUTINE

**WORKING MINDS MAKE IT ROUTINE**  
REACH OUT • RECOGNISE • RESPOND • REFLECT

**PREVENT STRESS AND SUPPORT MENTAL HEALTH AT WORK**

**DATES FOR YOUR DIARY 2025**

<b>FEB</b> 6 Time to Talk Day 10-14 Mind Your Head	<b>APR</b> Stress Awareness Month	<b>MAY</b> 12-18 Mental Health Awareness Week
<b>JUN</b> 9-15 Men's Health Week	<b>OCT</b> 10 World Mental Health Day	<b>NOV</b> 3-7 International Stress Awareness Week 5 Stress Awareness Day

The law requires all employers to prevent work related stress to support good mental health in the workplace by doing a risk assessment and acting on it.

Help drive change across Britain's workplaces by using these key moments to promote the Working Minds campaign and free resources.

**ACCESS FREE RESOURCES**

[workright.campaign.gov.uk/workingminds](http://workright.campaign.gov.uk/workingminds)

**FANCY A BREW?  
LET'S TALK IT THROUGH**

Get comfortable and start talking about mental health

#TimeToTalk

**time to talk day**  
06/02/25

See Me End mental health discrimination

See Me is run by SAMH, Mental Health Foundation, and Healthier Scotland

IN PARTNERSHIP WITH **OP**

## Get your workplace talking

Time to Talk Day is all about opening up the conversation about mental health. Whether it's one-to-one or with a large group, there are countless ways we can get talking within the workplace.

## Employers - Time To Talk Day



## See Me in Work

See Me in Work supports employers and individuals to tackle mental health stigma and discrimination in your workplace, whether you're looking to start small or make longer-lasting change.

See Me in Work is See Me's offer of support to employers, made up of different stages to help you take action on a small scale or make more sustained change for your organisation.

It offers a range of approaches, tools and resources to help employees and employers tackle mental health stigma and discrimination in a way that works for you and your organisations, following what works according to the evidence base.

Through See Me in Work, employers can:

- access advice, tools and support to improve the working lives of employees experiencing mental health problems;
- encourage an equal and fair recruitment process for those seeking employment;
- support people to stay in work, wherever possible, and ensuring those returning to work following mental ill-health are fully supported back into the workplace.

Organisations and individuals can engage with See Me in Work in various ways, from choosing to make small changes to reviewing their whole approach to creating stigma-free, mentally healthy workplaces.

[Webinar 3: Men's Mental Health Stigma and Awareness | End Mental Health Stigma and Discrimination](#)

Able Futures can give SME employers:



A local Business Account Manager to support you in embedding mental health awareness and support



Information sessions to inform staff about support available from Able Futures



A suite of marketing and communications materials to promote the Able Futures service to your staff

**Help your Small Medium sized Enterprise enjoy #MoreGoodDays and sustainable futures**

If you or anyone in your workplace requires mental health support contact Able Futures

Freephone: 0800 321 3137 8am to 6pm Monday to Friday  
Email: [hello@able-futures.co.uk](mailto:hello@able-futures.co.uk)  
[www.able-futures.co.uk](http://www.able-futures.co.uk)

### How Able Futures supports mental health at work

Able Futures delivers the Access to Work Mental Health Support Service on behalf of the Department for Work and Pensions to help people aged 16 and over who are in work but are experiencing issues that affect their mental health.

Able Futures gives employees and apprentices access to a mental health professional for up to nine months of personalised advice and guidance to help their mental health. Our Mental Health Coaches (MHCs) can help your staff understand and use a wide variety of tools and techniques which can support them in their journey to better mental health. Information sessions to inform staff about support available from Able Futures There is no cost to use this service which is funded by the Department for Work and Pensions.

Able Futures is led by Ingeus UK and with partners across England, Scotland and Wales we deliver the Access to Work Mental Health Support Service.



## Scottish Union of Supported Employment

### Welcome to the Inclusive Workplace Award...

Recognition for organisations who are forward thinking about equality and diversity.

Here you can take the next steps in supported employment and demonstrate your commitment to recruiting and supporting disabled employees and those with long-term health conditions and additional support needs.

Our members work with thousands of employers across Scotland, providing bespoke support that is tailored to the needs of each employer – taking the time to learn about the business, finding the right candidate for each vacancy and providing support for the employer for as long as they need it.

SUSE has developed the Inclusive Workplace Award to help employers create workplaces where disabled people can succeed and progress.

### Benefits of becoming an Inclusive Employer

- A free and comprehensive recruitment service, matching the right jobseeker to the job.
- Access to continuous support from an experienced Supported Employment service.
- Customers appreciate and recognise the willingness of businesses in their area to reflect the community they serve.
- Promotion of the organisation as an equal opportunities employer with a commitment to diversity Corporate Social Responsibility.
- Work colleagues welcome and encourage people recruited through the Supported Employment process and good working relationships are developed.
- <https://www.suse.org.uk/wp-content/uploads/2023/02/Inclusive-Workplace-Award-Factsheet-2023.pdf>
- [Inclusive Workplace Award - SUSE - Scottish Union of Supported Employment](#)



# Home Energy Scotland Champions



This interactive workshop provides information and advice on energy efficiency, water, renewables, and funding. It also provides key information on the Home Energy Scotland service, by detailing how people can access our support and the tailored service we provide. The aim of the workshop is to empower people – this might be to implement simple changes in their home, get in touch with us for further information, or tell someone about us that they think would benefit from our service.

On completion, all participants get a certificate and a badge. 1 hour long, in-person or online. Approx 10 people in each session. We can run multiple sessions in a day if this suits the workplace.

Currently we have slots available in February, March and April.



Home Energy Scotland offers free and impartial energy advice. We're funded by the Scottish Government to help people stay warmer, save money, and go greener.

To request a session, please provide more details about your organisation here: <https://r1.dotdigital-pages.com/p/2PT0-IC4/employee-engagement-session-request-form>

## Home - Procrastination Station

**PROCASTINATION STATION**

**ADHD**

**FREE 6-WEEK ADULT ADHD COURSES**

Monday 20th January - Monday 24th February  
12.30pm - 2pm  
Cafe Recharge, 58 Island St, Galashiels TD1 1UN

www.procastination-station.co.uk

Procastination Station CIC have received funding from the National Lottery Awards For All Fund to run a series of courses for adults with ADHD living in the Scottish Borders.

This is the last of the three funded courses and will be run by a certified ADHD Coach, who has lived experience of ADHD.

Incorporated will be time for the sharing of information, group discussion, and practical help and support. We will be keeping the group size small, with a maximum of 20 participants per course.

The courses are being run as a pilot scheme, this means we will be looking for input and feedback throughout from participants. Consequently, you may be willing to participate fully and make a commitment to attending each week.

Places will be allocated on a first come first served basis.

You do not need to have an official ADHD diagnosis to attend these courses

IF YOU ARE INTERESTED IN ATTENDING CONTACT:  
wennie@procastination-station.co.uk



Some of the topics we will be covering over the 6 weeks:

- **Habits** - how to work on unhelpful ones and form positive ones in a sustainable way
- **Core values & strengths** - and how we can use both to motivate ourselves
- **Self care** - what does self care look like in ADHD
- **Environment** - how our places of work, education and home can impact our ADHD and what we can do about it.
- **ADHD and Hormones** - what impact do hormones changes have on ADHD - symptoms
- **ADHD and relationships** - Negotiating romantic relationships, friendships and family systems with ADHD
- **Connection** - the importance of peer support and what it currently looks like
- **Emotions** - the impact of Rejection Sensitive Dysphoria
- **Executive Dysfunction** - what does this look like in ADHD and what supports executive function

**JUST CYCLE**

We are happy to announce the launch of a new project - between NOW and end of MARCH 2025

If you have:  
Barriers that STOP you from using a bicycle to travel to work

- Mental
- Physical
- Financial
- Emotional

Then you're able to come and claim a FREE BIKE!

You'll be supported with advice on sizing, as well as the essential safety bits and pieces

Come down and visit us to see how we can help you or a family member

5, Craft Centre, Tweedbank Dr, Tweedbank, Galashiels TD1 3RU 01896208180