



# Workplace Team

## Fife Health Promotion Service

### Annual Report 2021 – 2022



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# Introduction

Good Work remains important in reducing health inequalities that, in Scotland, are widest for people of working age. As the pandemic continued in 2021/22, resources were necessarily diverted to frontline health and social care services.

Despite this, Workplaces in Fife continued to ask for help and advice in relation to health, safety and wellbeing matters. Workplace Team continued to adapt to respond to the needs of local workplaces here in Fife, using mostly remote service provision.

As a result this year's Annual Report again reflects these changes but it still highlights the range of activities that the Team were able to provide. We hope you find the report engaging and informative.

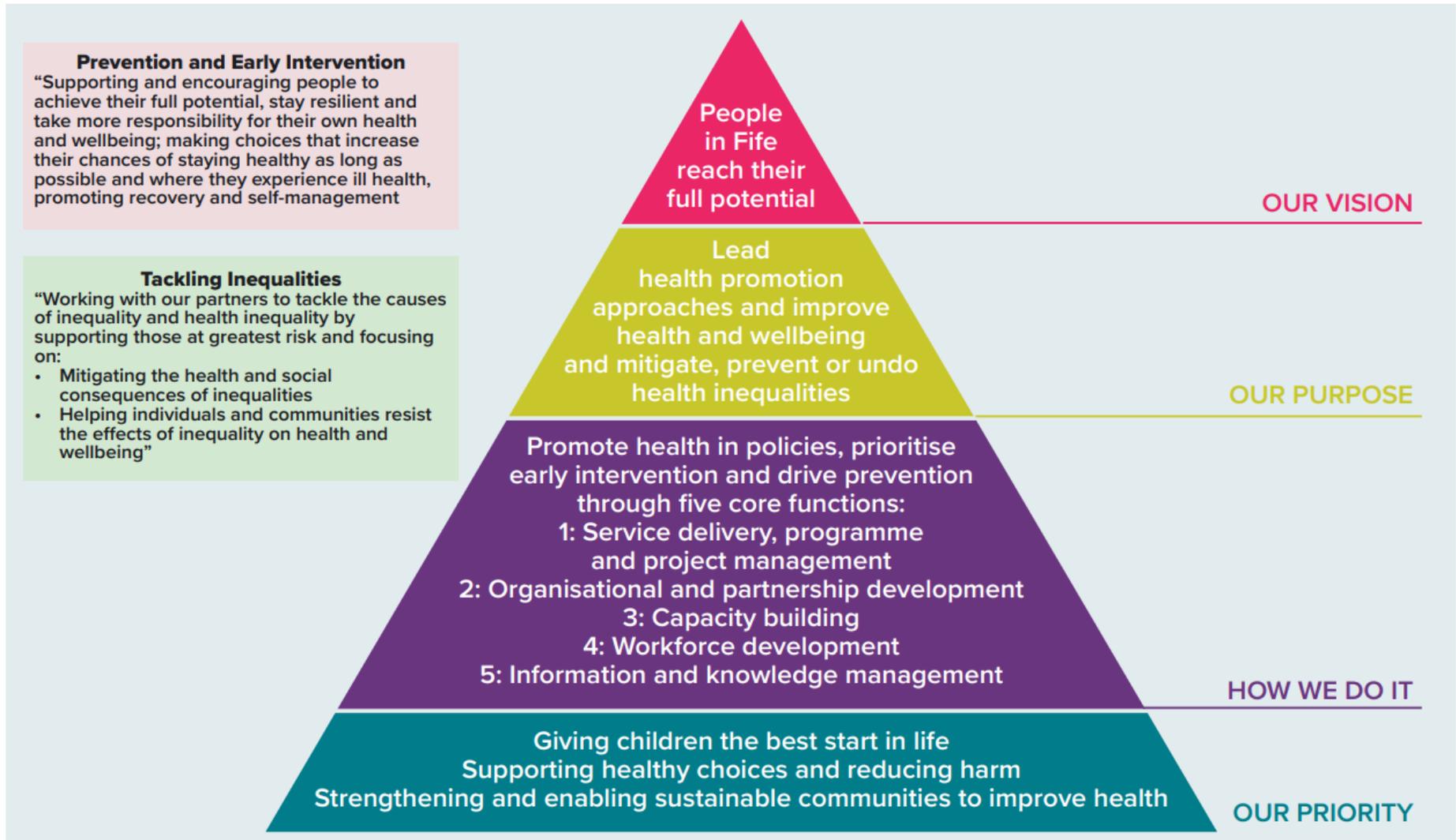
The Team were only able to do this with the help of their network of partners, business intermediaries, workplaces and individual workers who the Team have built good relationships with over many years.

Once again Workplace Team would like to say their grateful thanks, and ask that everyone continues to follow guidance to stay safe as we adapt to new working arrangements and challenges.



# Our Work

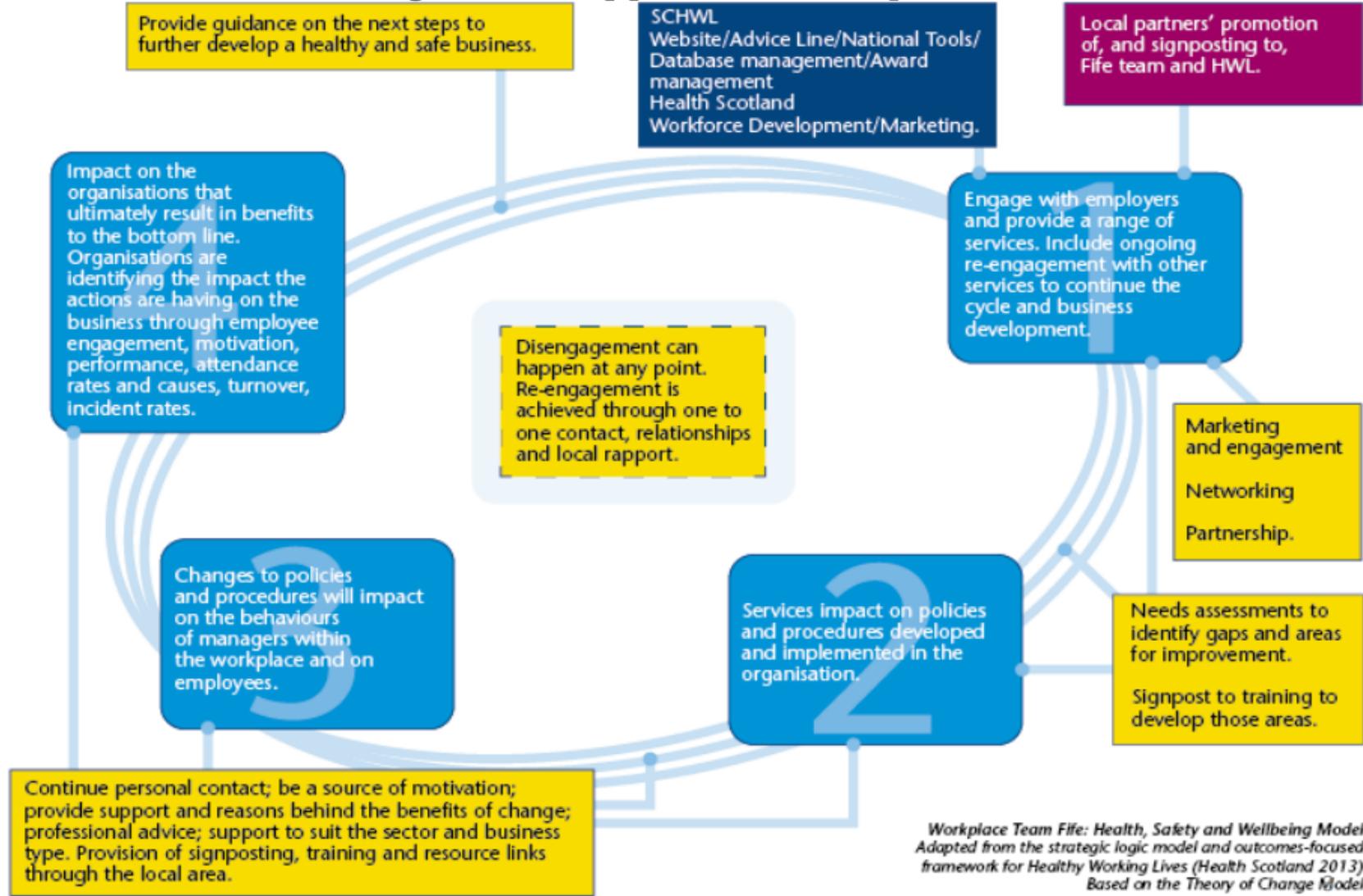
## We work within the Health Promotion Strategic Framework



# Our Work

## How we achieve impacts and outcomes

### Cycle of Support for Workplaces



*Workplace Team Fife: Health, Safety and Wellbeing Model  
Adapted from the strategic logic model and outcomes-focused framework for Healthy Working Lives (Health Scotland 2013)  
Based on the Theory of Change Model*

# About Us

The Workplace Team is part of the Health Promotion Service within the Fife Health & Social Care Partnership (FHSCP).

## Workplace Team Objectives

### We can:

- Support the local health, safety and wellbeing needs of Fife workplaces.
- Work in partnership to develop and deliver innovative workplace interventions.
- Develop and increase the competency, capacity and sustainability of health, safety and wellbeing within Fife workplaces.
- Deliver Healthy Working Lives services.

We work collaboratively with other parts of the Health Promotion Service to increase capacity & deliver services in a co-ordinated way.

This report also provides information on our partnership working with the public, private and third sector.



# Health Inequalities and the Workplace Setting



The Workplace Team continue to support Fife's Small and Medium – Sized Enterprises (SMES) to ensure that staff employed by these organisations benefit from similar occupational health, safety and wellbeing support, standards & outcomes as larger, corporate organisations.

We support employers to identify workplace health safety & wellbeing issues; develop and implement supportive policies and practices to protect and improve physical & mental health; and support employees to remain in and return to work.

Good Work is Good for Business - benefits include reduction in short and long-term absence; reduction in workplace incidents and near misses; increase in worker engagement; and financial return on investment.

**Good work is important in reducing health inequalities that, in Scotland, are widest for people of working age.**

**Workplace service design and duties can unintentionally create health inequalities within the workforce.**

**Supportive workplaces encourage positive worker health behaviour change.**

**Fife Health and Social Care Partnership Strategic Plan for Fife 2019-22 Priorities**

Priority 1: Working with local people and communities to address inequalities and improve health and wellbeing outcomes across Fife.

Priority 2: Promoting mental health and wellbeing.

Priority 3: Working with communities, partners and our workforce to effectively transform, integrate and improve services.

Priority 4: Living well with long-term conditions.

Priority 5: Managing resources effectively while delivering quality outcomes.

**Local Outcome Improvement Plan – Plan 4Fife 2017-2027**

Priority themes:

- Opportunity for All
- Thriving Places
- Inclusive Growth and Jobs
- Community Led Support

# Key Drivers & Health Priorities



**Public Health Priorities for Scotland**

Priority 1: A Scotland where we live in vibrant, healthy and safe places and communities

Priority 3: A Scotland where we have good mental wellbeing

Priority 4: A Scotland where we reduce the use of and harm from alcohol, tobacco and other drugs

Priority 5: A Scotland where we have a sustainable, inclusive economy with equality of outcomes for all

Priority 6: A Scotland where we eat well, have a healthy weight and are physically active

**Public Health Scotland Strategic Plan 2020 - 2023**

COVID-19 response & recovery

Mental Wellbeing

Communities & Place

Poverty & Children

# Health Priorities

Just as many Fife workplaces have recovered from the pandemic by adopting new ways of working and providing new services, Workplace Team have also adapted our methods of engagement to continue with much needed local support for workplaces. Through virtual sessions and email communications, the following services have been maintained:



HR  
Network

Partnership  
Working

Targeted  
Marketing  
& Projects

Developing  
Skills and  
Capacity

Local  
Workplace  
Services

Health  
Campaign  
Support

Health &  
Disabilities  
Agenda

Workplace  
Needs  
Assessment



Some services remained on hold due to COVID-19 local and national restrictions:

Healthy  
Working  
Lives  
Services

Mentally  
Healthy  
Workplaces

Lifestyle  
Health  
Checks

# Local Enquiries

To support local employers, the Workplace Team provides **FREE** and **CONFIDENTIAL** services to help create a healthier and safer workplace.

This is achieved by providing a range of services which can be tailored to meet the needs of each workplace.

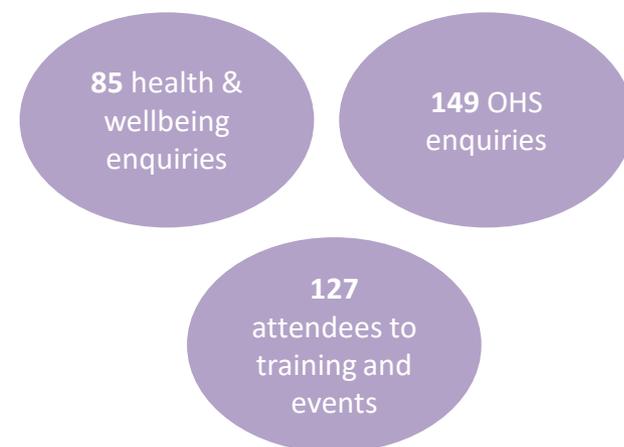
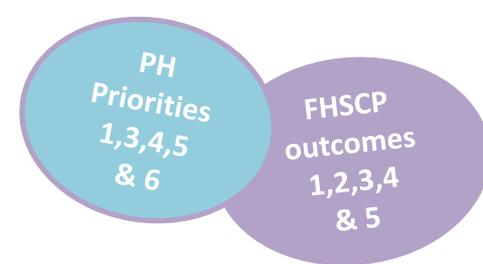
These include:

- Bespoke occupational health, safety and wellbeing advice and guidance
- Occupational health and safety needs assessment visits
- Support to develop workplace health needs assessments
- Support to develop occupational health, safety and wellbeing policy
- Access to a variety of health, safety and wellbeing training and learning events
- Access to health promotion information and resources
- Health check MOTs for workers (SMEs only)
- Healthy Working Lives programme

The Team supports employers to develop and share good practice by providing opportunities for workplaces to get together, such as:

- Joint programmes for neighbouring employers
- Fife HR peer support network for SMEs
- Fife workplace occupational health support network
- Utilising digital media to promote good practice

([Webpage](#), [Workplace Team LinkedIn](#), [Workplace Team Twitter](#) & Facebook (FHSCP)).

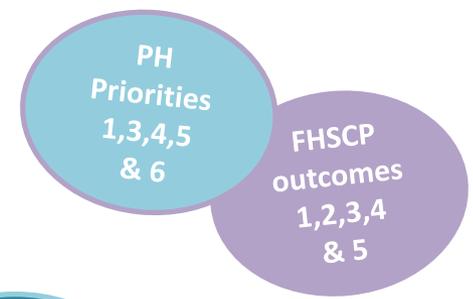


# Healthy Working Lives Programme



National HWL Adviceline  
0800 019 2211

[www.healthyworkinglives.scot](http://www.healthyworkinglives.scot)



Healthy Working Lives (HWL) is a Scottish Government programme delivered through Public Health Scotland and in Fife through the Fife Health and Social Care Partnership.

**Services include:**  
Occupational health and safety visits,  
Workplace training,  
Healthy Working Lives Award Programme.

**Healthy Working Lives training delivered by the Fife Workplace Team includes:**  
Health and Safety the Basics,  
Alcohol & Drugs in the Workplace,  
Mentally Healthy Workplace Training for Managers.



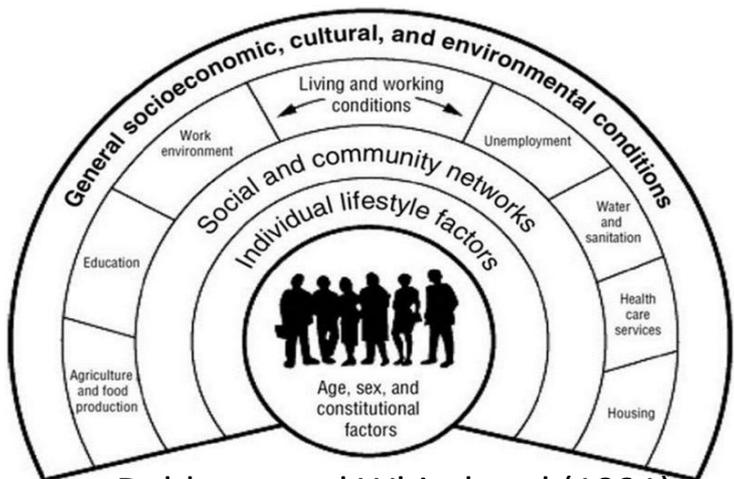
The Healthy Working Lives programme has been on hold since March 2020 due to the national COVID-19 pandemic response. The Workplace Team await further advice on when the programme will resume.

Many Fife Healthy Working Lives award organisations have remained in contact with the Workplace Team with regards to health, safety and wellbeing support, advice & guidance during the pandemic response.

# Responding to the Challenges of COVID-19

The COVID-19 pandemic has affected public health and the economy on a global scale.

The unprecedented times experienced have only further highlighted the Social Determinants of Health and the need for support to reduce consequential health inequalities within our communities.



Dahlgren and Whitehead (1991)

## Needs & Priorities, Fife Workplaces 2021:

**92% of workplaces are continuing to be affected by COVID-19**

- COVID-19 Safety & Working with COVID-19
- Hybrid Working/Working from Home
- Work – Life Balance/Flexible Working
- Staffing Levels
- Staff Health, Safety & Wellbeing
- Workforce Mental Wellbeing
- Long COVID
- Financial Strain

Workplace Team  
Needs Assessment Survey, 2021

Reducing the impact of Health Inequalities within the workplace setting is key to our local approach – in line with the [Fife Health and Social Care Partnership Strategic Plan for Fife \(2019-2022\)](#)

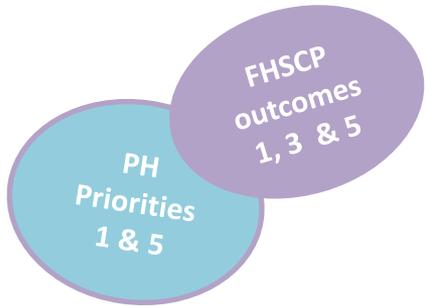
# Responding to the Challenges of COVID-19

## Vaccination and Testing

Workplace Team have worked in partnership with Fife Public Health to promote workplace COVID-19 asymptomatic testing and worker vaccination programmes.

### Workplace Team, Health Promotion Fife

4,052 Tweets  
Workplace Team, Health Promotion Fife @hwlfife · Jan 21  
Fife workplaces...  
Are you interested in exploring ways to get your workers COVID-19 vaccinated?  
Please contact us to find out more.  
Fife.hwlfife@nhs.scot  
[@fifehscp](#) [@nhsfife](#) [@phfife](#)



Facilitated contact between Fife Public Health & Fife workplaces interested in onsite vaccination

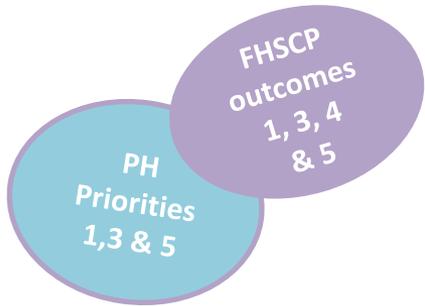
Established contact with NHS Fife Immunisation Team to support workplace vaccination

Shared Scottish Government & NHS Fife testing & vaccination info through social media channels

# Responding to the Challenges of COVID-19

## Post COVID-19 Syndrome/Long COVID

Post-COVID-19 syndrome, or Long COVID, is already a significant issue for employers and people of working age and information for all concerned will be crucial if rehabilitation, successful return to work and job retention are to be managed successfully.



The Workplace Team provided information and links for the Returning to Work section of the current H&SCP Post COVID-19 Patient [Information Pack](#) and are contributing to ongoing work on the development of an NHS Fife Post COVID-19 Recovery & Rehabilitation Service.



### Long-COVID patient information pack

A guide to your recovery with advice on coping with and managing your symptoms

This information pack is for people who have, or have had COVID-19. It talks about what to expect in terms of recovery and covers things which can help.



# Responding to the Challenges of COVID-19

## Long COVID Awareness

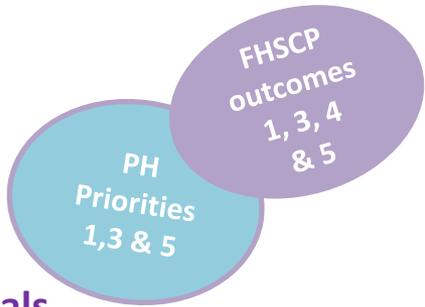
Long COVID – A Training Course for Fife’s Workforce



Long Covid – a Training Session for Fife’s Workplaces.

Developed as an action from the Health & Disability Delivery Group and designed in collaboration with Allied Health Professionals.

- Presented to Employability staff through FVA Lunchtime Learning: 22/06/21, **17** attendees.
  - Presented as part of the Health Promotion Training Programme: 9/11/21, 21/01/22, **12** attendees in total.
- Presentations supported by Occupational Health Specialist.



*I would like to register my interest in the virtual training session regarding Long Covid as this is likely to have a big impact on our workplace going forward...*



*Really enjoyed the course on Long Covid. Will pass on all I’ve learned today to my work colleagues.*

# Responding to the Challenges of COVID-19 Business Recovery Guidance

PH  
Priorities  
1, 3 & 5

FHSCP  
outcomes  
1,2,3  
& 5

Fife Business Recovery Guidance available on our [webpage](#)

Fife workplaces have been affected by the COVID-19 pandemic. Naturally, there are concerns about workplace health, safety and wellbeing, moving forward. Bite-Size versions of the Fife Business Recovery Guidance have been published on MS Sway and shared with Fife Workplaces through our distribution lists.

## Returning to the Workplace April 2021

245 Views

25% average completion



'Business Recovery Bite Size' - Returning to the Workplace



'Business Recovery Bite Size' - Workforce Mental Wellbeing

## Workforce Mental Wellbeing May 2021

87 Views

39% average completion

# Capacity Building & Sharing Practice

## Engaging Workplaces in Promoting Health at Work

PH  
Priorities  
1, 3, 5  
& 6

FHSCP  
outcomes  
1,2,3,4  
& 5

The Workplace Team continues to share good practice in promoting health at work. Local Case Studies continue to demonstrate good work within organisations, support innovative ideas and showcase activities that other organisations can adopt and adapt. Through 2021/22 many Fife organisations continued to facilitate initiatives to improve and sustain workforce health, safety and wellbeing:

'Building a Culture of Workforce Health & Wellbeing' - United Industrial Supplies

'The Positive Impacts of Recycling' - Bandrum Nursing Home

'Health & Wellbeing at Work' - Fife Division, Police Scotland

'Supportive Approaches & Initiatives' - Youth 1st

'Staff Support & Sustaining Service during COVID-19' - Frontline Fife

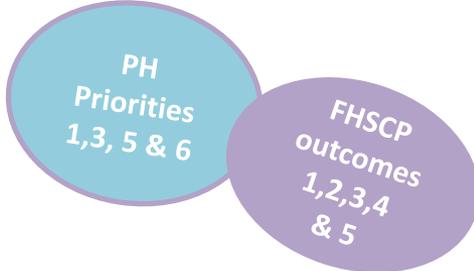


To view more Workplace Team Case Studies, visit our [webpage](#).

# Capacity Building & Sharing Practice Employer Network Conversations

Workplace Team transitioned their existing HR Peer Support Network group from face to face meetings to virtual meetings throughout the pandemic period.

There are 46 contacts on our HR Peer Support Network distribution list and all contacts are invited to attend virtual meetings on a quarterly basis.



Meetings: April 2021,  
July 2021, November 2021,  
February 2022.  
Total Attendees: 17

Learning and  
networking  
opportunities for  
Fife's SME's

### Topics Discussed:

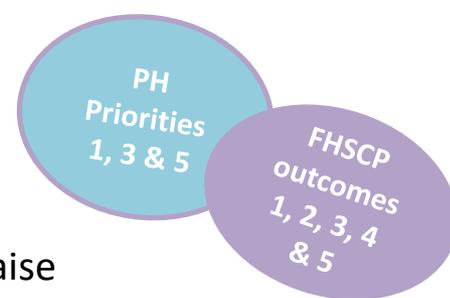
- Workforce Mental Wellbeing & Suicide Prevention
- Women's Health
- Employee Wellbeing Surveys
- Digital Information Toolkits

### Support Services Discussed:

- Working Health Services
- Skills Development Scotland
- Fife Gingerbread
- Health Promotion Training Team
- Health Promotion Information & Resources Centre



# Capacity Building & Sharing Practice Good Work



Workplace Team take pride in working collaboratively with partner organisations to raise awareness of workforce health, safety and wellbeing.



Panel Member at  
Chartered Institute of  
Personnel & Development  
(CIPD) session.

**CIPD**

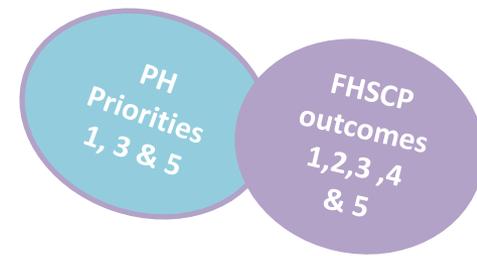
Quarterly East Hub meetings (Tayside, Fife, Forth Valley) to discuss workforce health, safety and wellbeing agenda.

Attendance at Forums and meetings to promote and feedback on actions and projects.

- Strong link between good & fair quality employment and health & wellbeing experiences.
- Positive health effects of work for people with long-term health problems or disabilities.

# Capacity Building & Sharing Practice

## Good Work continued



Workplace Team continue to contribute to local and national agendas and action plans which pertain to 'Good Work', 'Fair Work', and work which is free of discrimination/stigma.



The Health & Disabilities Delivery Group aims to make employment more accessible to those with health conditions and disabilities in Fife.

The Workplace Team actively attend group meetings and take forward actions such as:

- Promotion of J-ALT (Just – Ask, Listen, Talk) [Toolkit](#)
- Promotion of Workforce Training
- Assistance for Fife employers to access services who can support them/their workforce

## Profiling Partners

Workplace Team continue to Profile Partners who can provide support to Fife employers.

'Making It Work for Lone Parents' Fife Gingerbreads project to support lone parents into work, to sustain work and to be valued as part of the workforce has been promoted through emails, newsletters and via Fife Employer Network virtual sessions.



# Partnership Working Mental Wellbeing & Suicide Prevention Campaign #ItsEveryonesJob

Many of Scotland's deaths by suicides occur in those of working age. Suicide Prevention has been a topic of interest through previous Workplace Team needs assessment surveys and therefore, a 2021 targeted campaign was developed.

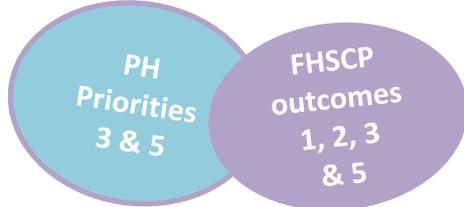
The Workforce Mental Wellbeing & Suicide Prevention Campaign was initiated by Mary-Grace Burinski Health Promotion Officer for Suicide Prevention and the Workplace Team, in collaboration.

### Campaign Aims:

- Encourage Fife’s workforce to have healthy conversations around mental wellbeing, mental health & suicide prevention
- Raise awareness of the range of support which is available if required
- Encourage those in need of help to access it.

### Campaign Resources:

- Digital Toolkit
- Traumatic Incident Framework
- Web Based Information
- Social Media Toolkit
- Lived Experience Case Study



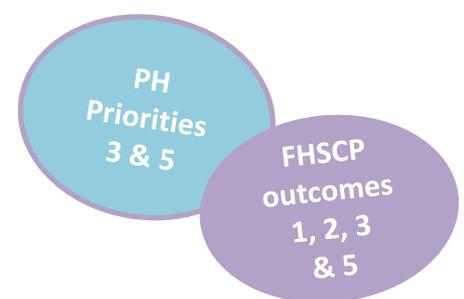
The campaign was needs assessed by Fife Workplaces.

40% of respondents had been affected by suicide in their workforce

75% of respondents said managing workforce mental health was a priority

Partnership Focus Groups supported the campaign development

# Partnership Working Mental Wellbeing & Suicide Prevention Campaign #ItsEveryonesJob

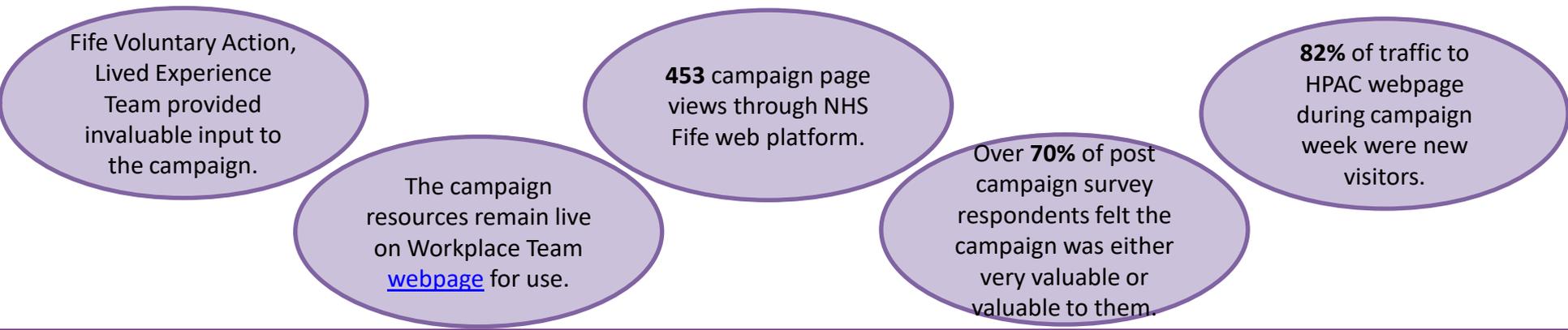


The #ItsEveryonesJob campaign launched on Monday 6th September until Friday 10th September 2021 - which is national Suicide Prevention Day.

Promotion of the #ItsEveryonesJob campaign started prior to campaign launch with information shared through social media channels, local media companies, Kingdom FM and partner organisations. Campaign promotions also continued throughout campaign week.



Workplace Team facilitated 4 virtual workshops throughout campaign week. The workshops brought Fife's workforce together, to consider workforce mental wellbeing & suicide prevention and promoted the various campaign resources. These workshops proved to be a success and were well received by participants. Further partnership working resulted from the virtual workshops including Case Study developments and new leads for workforce health, safety and wellbeing initiatives.

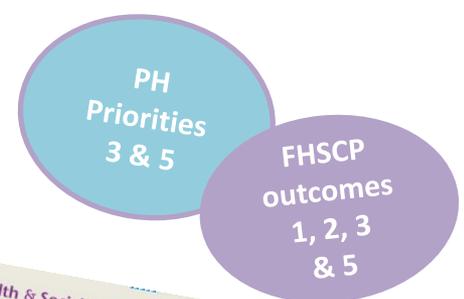


# Partnership Working

## Positive Steps to Increase Mental Wellbeing, YMCA

Fife Health Promotion Service, Positive Steps to Increase Mental Wellbeing course was presented as an ADHOC session to YMCA Housing on the 4<sup>th</sup> August 2021.

- **11** participants attended the course
- **36%** of participants provided post evaluation feedback.



*I really enjoyed this online session, the team trainers were very friendly and explained everything clearly. I found this very interesting.*

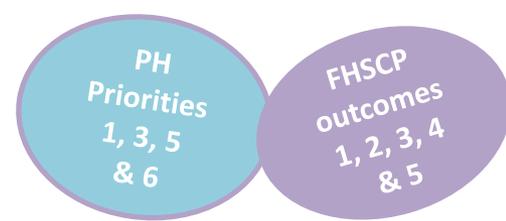
### Participants said they would apply their course learning to:

- Their work practice
- Passing information to others
- Their personal lives.

### Participants said they had gained the following from the course:

- Increased knowledge
- Awareness
- Improved confidence
- Enjoyment.

# Partnership Working Workplace Health Improvement with Active Fife



**ActiveFife**  
www.activefife.co.uk

'On your Feet  
Britain Day'  
29<sup>th</sup> April 2021.

Twitter and LinkedIn posts to promote the Event day received **3747** impressions and **93** engagements.



Sedentary  
Behaviour  
Awareness  
Training

Hosted as part of Fife Health Promotion Service Training Programme. **1** session, **6** delegates from **5** companies.

Session supported new partnership working between Active Fife & NHS Fife Pharmacy Services.



Information & Resources  
Centre

The '*Making a Stand for a Healthier Working Life*' Sedentary Behaviour Toolkit (available via [Information & Resources Centre](#)) was promoted through Workplace Team #ToolkitTuesday Social Media posts.

Physical Activity and [Daily Mile](#) promoted through Workplace Team newsletters.

# Partnership Working Health & Work

The pandemic has continued to highlight the need for mental health awareness in workplaces. This will continue in the recovery phase with anxieties around hybrid working, returning to work, workplace health and safety issues, technology and new ways of working.

The **Health and Work Support Service pilot** was ended early in both pilot areas by Scottish Government in March 2020, due to the COVID-19 pandemic. This has left a void in service provision. There is still an urgent need for support and advice for individuals who have health conditions or disabilities, and their employers, in order to help them sustain or return to work.

Workplace Team are working with partners to bring about a local replacement service. The final evaluation report of the pilot is due imminently from Scottish Government. The outcomes may have implications for health and work services in Fife.

## A Fife employers needs assessment survey by Workplace Team in 2021 highlighted that:

78%\* were interested in mental health in the workplace

85%\* were interested in mental wellbeing

70%\* were interested in managing stress in the workplace

\* of respondents



Health & Work  
Support

The pilot was mentioned in the **Scottish Government's Health and Work Strategy: Review Report** that was launched in 2019. The response was put on hold due to the pandemic, but this is now also imminent and may have significant implications for the future of health and work in Scotland.

<https://www.gov.scot/publications/fair-healthy-work-review-scottish-governments/pages/1>

# Partnership Working Anchor Institutions & Community Wealth Building

## Health, Safety and Wellbeing in Community Benefits

NHS Fife has set out its ambition to become an Anchor Institution with a key objective to purchase more locally for social benefit, in order to continue to work to reduce poverty and inequality.

Workplace Team are working with colleagues in Public Health and Procurement to help with the health, safety and wellbeing elements of community benefits plans in contracts.

We have been working with Graham, the construction contractor building the new Orthopaedic Centre at Victoria Hospital, Kirkcaldy, to help them assess staff needs, and develop a programme of health and wellbeing for workers and sub-contractors.



Artists Impression

*"I'm blown away by these documents and the info that's in them. I can't thank you enough".*  
Small Groundwork Contractor helped to get tender ready



## Community Benefits Portal

National Services Scotland (NSS) has been developing an [online portal](#) which allows community benefits, which are procured as part of any NHS Scotland contracts, to be matched with local voluntary organisations.

We have been working with NSS and colleagues in PHS to ensure this Community Benefits Portal is introduced into Fife.

This is very much a new and developing area of work for the Team.

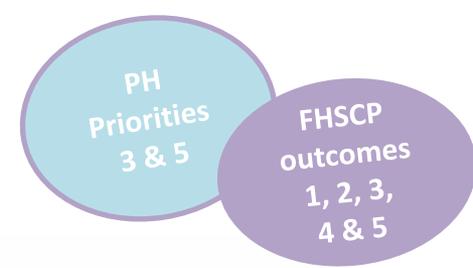
# Partnership Working Information & Resources Centre, Health Literacy

Information & Resources Centre (IRC) networks with colleagues in other health board areas which can assist with identifying work streams in Fife.

A neighbouring health board had recently worked with their local Department of Work and Pensions (DWP) staff to raise awareness of Health Literacy and the impacts it can have on population health as well as quality improvement for services.

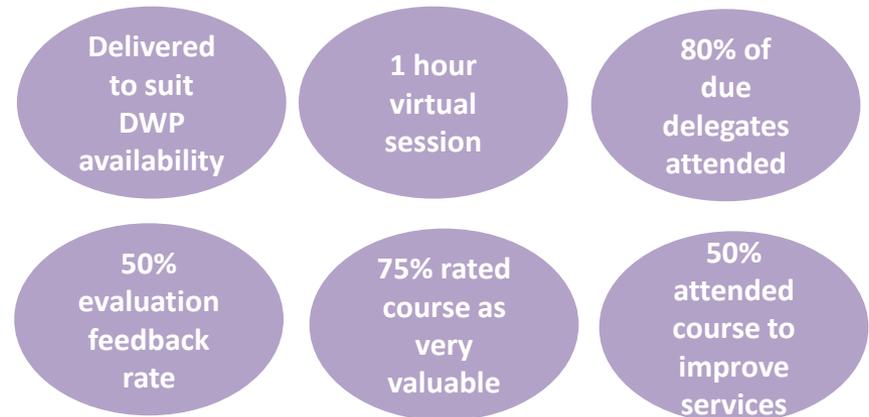
A pilot virtual Health Literacy awareness session was designed and delivered collaboratively by IRC and Workplace Team to Fife's DWP work coaches in January 2022.

Subsequently, the project continues to allow Fife DWP staff the opportunity to join the sessions.



## Information & Resources Centre

### Health Literacy Virtual Awareness Session



# Partnership Working

## Fuel Poverty Team, Fuel Poverty Awareness

Fife Health Promotion Service, Fife Health & Social Care Partnership and Fuel Poverty Team, Fife Council, have recently been working in partnership to raise awareness of Fuel Poverty and the associated health harms it can cause.

By the end of the information session, participants will have an increased knowledge of:

- The meaning of "fuel poverty"
- The difference between fuel poverty and "extreme" fuel poverty
- How fuel poverty affects residents in Fife and what it looks like
- The causes and drivers of fuel poverty
- Health implications caused by living in a cold home
- Common signs to look out for
- Referral processes and who can help

Virtual Awareness  
Session 23/02/22.

8 of 11 due  
attendees joined  
the session.

An additional 5  
participants joined  
from a link share  
through NHS Fife  
wellbeing group.



PH  
Priorities  
1,3 & 5

FHSCP  
outcomes  
1,2,3,4  
& 5

100% of participants who gave feedback felt the session had fully met it's objectives.

Improved knowledge and awareness and new ideas had been gained from attending the session.

*'Fabulous session, very informative, kept your attention as well as highlighting the current issues/concerns people have relating to fuel poverty. Thank you'*

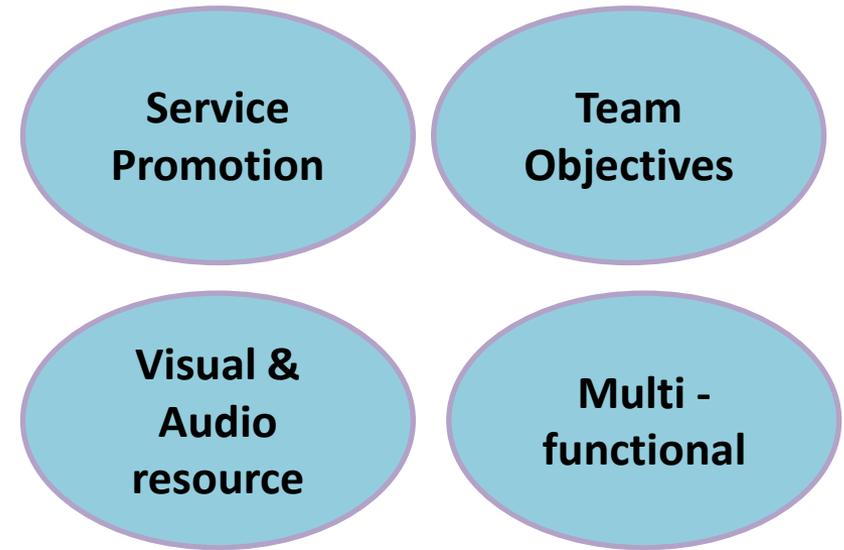
# Digital Developments

## Workplace Team Digital Promotion

Workplace Team Digital [Infomercial](#) is a multi-functional resource.

It is published to Workplace Team [webpage](#) and social media channels and additionally, it is used as part of the introduction process at virtual training and information events.

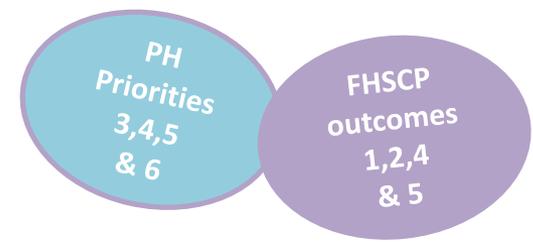
The screenshot shows the NHS Fife website interface. At the top, there is a navigation bar with 'Accessibility', a search bar, and 'Contact Us'. Below this, a horizontal menu lists 'Services', 'About us', 'Work with us', 'Get involved', and 'News & updates'. The 'Workplace Team' page is selected, showing a sub-menu with 'Services', 'All Services', 'Health promotion service', and 'Workplace Team'. The main content area features the title 'Workplace Team' and a brief description: 'The workplace has been identified as a key area for the improvement of health, safety and wellbeing by the World Health Organisation.' Below this, there are three promotional cards: one for 'Workplace Team' with contact information (01592 226 526, fife.hw@nhs.scot) and social media links; one for 'Workplace Team Leaflet' with a 'View Leaflet' link; and one for 'Health Promotion Service Leaflet' with a 'View Leaflet' link.



Workplace Team [webpage](#) was redesigned in 2021 to make it more user friendly. It is hosted as part of NHS Fife's web based services. Profiled on the webpage are our team objectives, our key drivers and partners and our recent work such as workforce campaign information and case study developments.

# Digital Developments

## Digital Marketing/Communications



Through 2021/22 Workplace Team utilised their digital presence to communicate a substantial amount of health, safety and wellbeing information to their audiences.

### Local Web and Social Media platforms

[Workplace Team Twitter](#) - 777 followers

[Workplace Team LinkedIn](#) - 125 followers

Web – [www.nhsfife.org/workplace](http://www.nhsfife.org/workplace)

Facebook (through FHSCP)

Monthly newsletter distribution –  
274 recipients



### Social Media – Service Signposting

- Samaritans
- See Me
- Scottish Association for Mental Health
- Skills Development Scotland
- Active Fife
- Health & Safety Executive
- Healthy Working Lives
- Citizens Advice
- And more...

# Digital Developments

## Digital Marketing/Communications

Local and National Health, Safety & Wellbeing Campaigns, Information & Events promoted through social media:

PH  
Priorities  
3,4,5  
& 6

FHSCP  
outcomes  
1,2,4  
& 5

Workplace Team, Health Promotion Fife @hwfife

Game on – it's **#timetotalk**  
However you do it, start a conversation about mental health today  
[bit.ly/TimeToTalk22](http://bit.ly/TimeToTalk22)  
[@FifeHSCP](#) [@NHSFife](#) [@PHFife](#) [@seemescotland](#)

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Scottish Government guidance supporting employers to plan for phased/limited return to offices in Level 0 of the COVID-19 protection levels, signposting to a range of sources of support & guidance which can inform workplace plans  
[gov.scot/publications/c...](http://gov.scot/publications/c...)  
[@fifehscp](#) [@nhsfife](#) [@phfife](#)

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Let's make safer choices and wear our masks in crowded places.  
[@FifeHSCP](#) [@NHSFife](#) [@PHFife](#)

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**#ItsEveryonesJob** Are you comfortable discussing mental wellbeing & suicide prevention with your volunteers? Workplace Team are launching a Workforce Mental Wellbeing & Suicide Prevention campaign on 6th September Find out more:  
[nhsfife.org/workplace](http://nhsfife.org/workplace)  
[@fifehscp](#) [@nhsfife](#) [@phfife](#)



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**#CPR #SaveALife**

[@NHS](#) [@NHSuk](#) · Jun 15  
Recent events have highlighted how important it is to know #CPR.  
If someone is unconscious and not breathing, call 999 and start CPR straight away.

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When it comes to your healthcare, it's OK to ask questions...  
[@FifeHSCP](#) [@NHSFife](#) [@PHFife](#)

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29th April is 'On your Feet Britain Day'  
**#SitLess #MoveMore** - Simple steps can reduce sedentary behaviour, boost energy levels, keep your mind fresh & increase your productivity...  
Find out more: [onyourfeetday.com/britain/index](http://onyourfeetday.com/britain/index)  
[@fifehscp](#) [@nhsfife](#) [@phfife](#) [@ActiveFife](#) [@getGBstanding](#)

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World Sleep Day celebrates sleep and highlights sleep related issues inc: medicine, education, social aspects & driving - aiming to lessen the burden of sleep problems through better prevention and management of sleep disorders: [worldsleepday.org](http://worldsleepday.org)  
[@FifeHSCP](#) [@nhsfife](#) [@PHFife](#)

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Cervical Screening Awareness Week 15th-20th June  
[jostrust.org.uk](http://jostrust.org.uk)  
This awareness week highlights the importance of cervical screening.  
If your cervical screening is due, please book an appointment.  
[@FifeHSCP](#) [@nhsfife](#) [@FifeHpservice](#) [@PHFife](#)

Other hashtags used:

#TimeToTalk #ItsEveryonesJob #CreateYourChristmasFife #ChristmasCommunity #WorkplaceMentalHealth #ConnectWithNature #ProudToCare #KindnessMatters #WorkingMinds #BrewMonday #StayWarm #ToolKitTuesday #BoostedByTheBells #EveryDayWalking #WalkingAtWork #LetsDoNetZero #ClimateAction #FinancialWellbeing #TalkMoney #LongCOVID #FifeBusinessWeek #DontIgnoreIt #SGWeek21 #WorkRight #HealthLiteracyMonth #OrganDonationWeek #FifePassTheBadge #WorldHepatitisDay #HIW21 #GoodWork #PartnershipWorking #BreatheEasyWeek #DailyMile #FitForLife #CPR #SaveALife #GetCheckedEarly #WorkplaceWellbeing #MentalHealthAwarenessWeek #KickstartScotland #ItOKNotToBeOK #MentalHealthMatters #ClearYourHead #ScotAppWk22 #DifferentMinds #SitLess #MoveMore #WeAreScotland #KeepTalking #WorkWednesday #FifeMeansBusiness #SmallTalkSavesLives #NowIsTheTime #Coronavirus #StressRiskAssessment #DisabilityConfident #WorldLifeWeek #LivingWage #FairWork #StepCountChallenge #ChallengePovertyWeek

# Digital Developments

## Digital Marketing/Communications - Newsletters

Workplace Team provide monthly digital newsletters highlighting health, safety and wellbeing information to our email distribution list contacts.

We consistently encourage suggestions and feedback on newsletter content from our distribution list subscribers.



Workplace Team Newsletter March 2022

If you have any queries regarding workforce Health, Safety and Wellbeing, contact us via our email address [Fife.hwlwife@nhs.scot](mailto:Fife.hwlwife@nhs.scot) for free and confidential advice.

PH  
Priorities  
3,4,5  
& 6

FHSCP  
outcomes  
1,2,4  
& 5

### Monthly newsletter features include:

- Every Day's a School Day
- Learning & Development
- News & Updates
- Local & National Information
- Profiling Partners
- Save the Date - Upcoming Health Improvement Campaigns.

### Newsletter Topics covered:

- Financial Wellbeing
- Mental Wellbeing
- Family Friendly Policies & Procedures
- Physical Activity
- Good Work
- Reasonable Adjustments
- Electrical Safety
- Defibrillation

# Priorities for 2022/23

As we emerge from the COVID-19 pandemic , good work remains of key importance in reducing health inequalities that, in Scotland, are widest for people of working age.

In 2022/23 our key strategic drivers will continue to be National Public Health Priorities, Fife H&SCP Priorities, Plan4Fife Recovery and Renewal priority themes. We will also be directly contributing to the NEW Public Health Scotland Strategic Plan 2020 – 2023 to addressing the ambition of a Scotland where everybody thrives. Fife H&SCP Prevention and Early Intervention strategy will be developed over the next 12 months and contribution will be made to this and other key local strategies.

**Workplace Team will work with partners such as Opportunities Fife Partnership and Fife Economy Partnership, along with key intermediaries, to ensure fair employment and good work for all is a key priority in Fife.**



# Priorities for 2022/23

Specific actions will include:

## COVID19 Recovery and Long Covid

Supporting workplaces in relation to the health, safety and wellbeing aspects of recovery, new hybrid working arrangements, Long Covid rehabilitation.

## Mentally Healthy Workplaces

Ensure Team work planning is aligned to Scottish Government's Coronavirus (COVID19): mental health-transition and recovery plan.  
Continue to respond to local needs by providing a range of resources, toolkits and training mental wellbeing and suicide awareness.

## Poverty

Work with partnership organisations and workplaces to help their workers address the cost of living crisis and mitigate fuel poverty, in-work poverty and child poverty through fair employment and living wage income.

## Community Wealth Building

Continue to input at a national and local strategic level through attendance and active participation at Public Health Priority 5 Working Groups, Community Wealth Building groups and deliver local community benefits outcomes .

# Health Promotion Service Workplace Team Team Changes



Murray Anderson joined the Workplace Team in March 2020 as a Team Administrator. He supported us with his knowledge and expertise until moving on to another role in December 2021.

**We wish him the very best for the future.**



## **Workplace Team services continue to be provided by:**

- Alan Gow, Health & Safety Adviser
- Alison Ramsay, Workplace Team Adviser
- Amy Brown, Workplace Team Adviser.

# Health Promotion Service Workplace Team

## Thanks...



*“Thank you to all our partners, stakeholders and Fife workplaces who support us to deliver our services & continue to use our services. You make our job so interesting, fun and worthwhile.”*

For further information on the work of the team please contact:

**Alan Gow (Team Manager & OHS Adviser)**  
**Alison Ramsay (Health Promotion Officer)**  
**Amy Brown (Health Promotion Officer)**

Phone: 01592 226486, Email: [fife.hwlfife@nhs.scot](mailto:fife.hwlfife@nhs.scot)

Local web: [www.nhsfife.org/workplace](http://www.nhsfife.org/workplace)

Twitter: [@hwlfife](https://twitter.com/hwlfife)

LinkedIn: [Workplace Team, Health Promotion Service Fife](#)

National web: [www.healthyworkinglives.scot](http://www.healthyworkinglives.scot)

National Adviceline: 0800 019 2211

Address: Cameron Hospital, Windygates, Leven, KY8 5RG