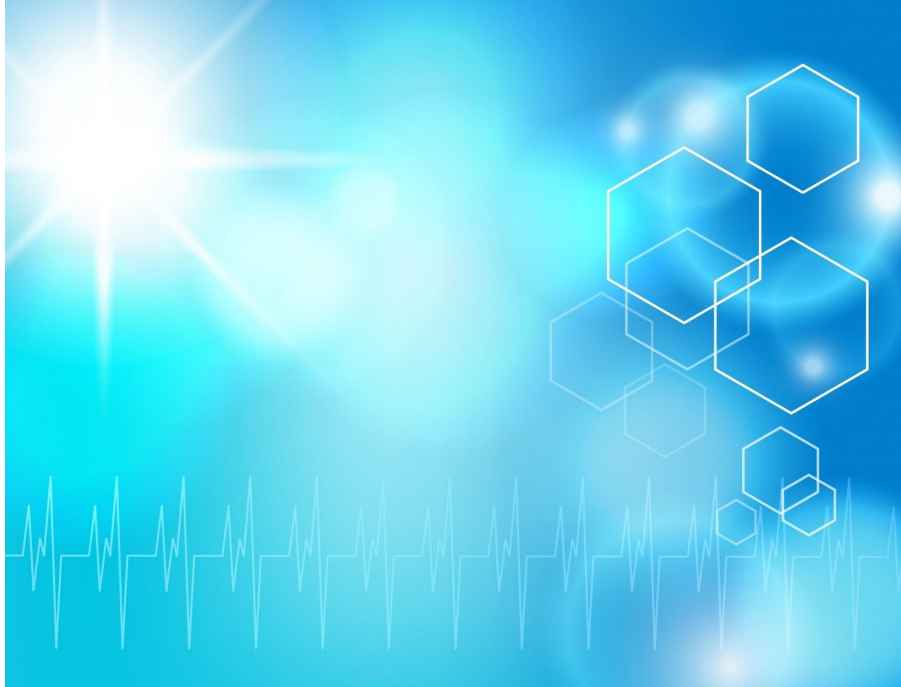


Health & Wellbeing Briefing

November 2025



Employees with differing visual requirements may wish to use Accessibility View to access this briefing. Click on the three dots on the top right of this document and select Accessibility View from the list of options.

There are a range of different sources of support included in this briefing, but, if you are finding things difficult at the moment you may wish to raise any of the topics covered, or any other issue, with your manager at your next one-to-one meeting.

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Quote of the month

Winter



Keep Well in Winter



As we approach the Winter months it's important to take the time to look after yourself and your health. Information on sources of help is published and regularly updated on our website at www.pkc.gov.uk/costofliving.

Here are some tips to support winter wellbeing:

Stay warm - With energy bills more expensive than ever before, you may be worried about keeping warm this winter. You can check what benefits you may be entitled to via the [Welfare Rights page](#) on the Council's website.

Eat well - Make sure you have at least one hot meal a day and regular hot drinks. A bowl of hot soup is always a favourite and is a good way of getting your "5 a day" and the nutrients you need. For more hints and tips on eating healthily on a budget click [here](#)

Get moving - Keep as active as possible to boost your circulation. Move around at least once an hour and avoid sitting for long periods. Even light exercise will help keep you warm. Try and get outside for at least 20 minutes each day for some sunlight and exercise.

Get vaccinated - If you are eligible, consider getting your flu/Covid/Shingles vaccinations to help protect yourself and others around you. Further information and eligibility is available on [NHS Inform](#)

For more useful information access our [Employee Assistance Programme](#)

Men's Health



Men's Health Awareness Month, in November, raises awareness of men's physical and mental health issues, such as prostate cancer, testicular cancer, mental health and suicide prevention.

The campaign involves growing moustaches during the month of November as a symbol of men's health, also known as **November**. Click [here](#) to find out more information.

Men's Wellbeing Group - The Group offers men, who work for the Council, the opportunity to come together and talk about anything, there's no agenda or standard items, just whatever comes to mind at the time. The next meeting via Microsoft Teams is on Thursday 27 November at 3pm. [Click here to join the meeting](#)

International Stress Awareness Week



International Stress Awareness Week 3 - 7 November 2025 is a major annual event focusing on stress management and campaigning against the stigma associated with stress and mental health issues.

The symptoms associated with stress vary from person to person, both personally and professionally, and can be a challenging experience. Here are some tips to help cope with stress at work:

- Stick to a positive morning routine;
- Stay connected, reach out to others for support;

- Support your health with exercise and nutrition;
- Be proactive about your job and your workplace duties;
- Break tasks down into manageable targets and adopt smarter time management techniques;
- Take regular breaks away from your desk;
- Practice meditation, deep breathing exercises, and mindfulness to calm anxiety;
- Don't skimp on sleep;
- Avoid unhealthy habits such as alcohol, smoking and caffeine;
- Refer to the [Employment Information section](#) on the Council's website for further information relating to the management of occupational stress including how to guides and checklists;
- Access [Vivup EAP - Resources](#) for Podcasts/Blogs/Workbooks and other resources on Stress;
- Other resources - [What to do if you are struggling with stress | NHS inform](#)

Financial Wellbeing and Benefits



With Christmas on the horizon you may be starting to think about shopping for the festivities. Make your festive budget go a little further, login or register to the [Employee Benefits Platform](#) to find a wide range of savings and discounts.

Further information can be found [here](#).

If you require support with your financial wellbeing please click [here](#).

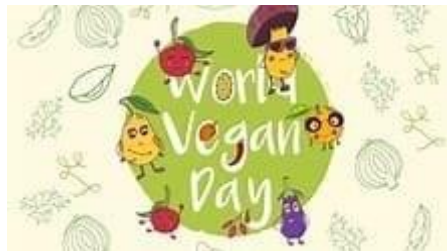
16 Days of Activism



The 16 Days of Activism campaign against gender-based violence is back for 2025, with the theme this year being #HOPE – what do you hope for in relation to VAWG (violence against women and girls)?

From the 20 November there is a list of public-facing events as well as a number of events aimed specifically at professionals working in social work, social care, and family support etc, follow the link for further details and to see the 2025 Programme - [Events in Perth and Kinross - Perth & Kinross Council](#)

World Vegan Day



Celebrated on 1 November, World Vegan Day raises awareness of a vegan lifestyle, promotes its core principles, including cruelty-free living, ethical treatment of animals and environmental sustainability.

The number of people cutting down on meat and dairy has been rising over the last decade. The vegan diet is generally considered to be higher in fibre and lower in cholesterol. Some of the benefits of veganism are - healthy heart; improved digestion; protection against certain type of cancers.

Why not try out some vegan recipes available on the [BBC Good Food](#) website.

Neurodiversity



As part of our progress to being a more inclusive employer, a neurodiversity [toolkit](#) has been developed to raise awareness and understanding as well as supporting our neurodiverse employees, their colleagues and managers. The toolkit also provides advice on a more inclusive recruitment experience.

The toolkit was produced in partnership with Perth Autism Support, with the help of grant funding through the Scottish Government Workplace Equality Fund, along with PKC and supplements the e-learning module already available on PKCLearn follow the link to logon: [Me Learning](#)

Having a more diverse workforce can lead to increased productivity and creativity whilst also enhancing our reputation as an employer and enables our people to flourish at work.

Step Count Challenge



Walking Scotland Step Count Challenge - Starts 3 November 2025

Looking for a gentle physical challenge as the days get shorter?

Why not take on a Step Count Challenge? An inclusive, fun way to get moving and feel better. Whether it's walking or wheeling to work, or stepping out for a stroll with colleagues or friends, every step counts!

Walking Scotland is an organisation which supports and inspires people in Scotland to walk and wheel more. Their work makes it easier for everyone in Scotland to enjoy the benefits of walking and wheeling.

You can find out more about the work they do and how to sign up for their latest **Step Count Challenge** [here](#).

Flu Immunisation Programme



The Scottish Government has confirmed the Seasonal Flu Immunisation Programme for 2025/2026

We would encourage all employees who are eligible to participate in the vaccination programme to do so. To find out if you are eligible click [Flu Immunisation Programme](#)

We recognise that there will be employees who are not eligible for a free vaccination. If you still wish to be vaccinated, you should arrange a private flu vaccination from a local pharmacy and submit an expenses claim via MyView to be reimbursed up to a maximum of £19.30. This is a taxable benefit and you should retain a copy of your receipt for HMRC purposes.

NHS Tayside Training and Wellbeing Support



Health & Work Team

The NHS Health & Work Team provide a regular newsletter to give you practical tips, upcoming training, or ways to support wellbeing in your workplace. Access the newsletter [here](#)

Upcoming Training and Awareness Sessions

There are a number of Tayside Health and Work Team Facilitated Training and Awareness Sessions available to anyone working in Tayside, including Neurodiversity Awareness, Home Scotland Energy Awareness, Pain Concern Awareness.

To book your free space on any of our sessions, please visit their Eventbrite page at the link below.

<https://www.eventbrite.com/o/nhs-tayside-health-and-work-team-103920056711>

Wellbeing Support



Whatever mental, physical, financial or personal issue you may be experiencing please seek help.

There is a range of support available for you:

Your Care – Employee Assistance Programme (EAP)

[In the moment support](#)

A type of counselling or support that is provided in real-time at the very moment you are experiencing a particular issue. Need to talk? Call 0800 023 9324, 24/7, 365 days a year.

Counselling

This can be accessed in different ways:

- Following an in the moment call you may be advised that further support is recommended.
- You may decide to contact the EAP directly yourself using 0800 023 9324.
- Your manager can refer you to the EAP.

The EAP provides you with an initial telephone assessment and triage process. If you require access to telephone counselling you will be booked in for a telephone assessment with a counsellor. Up to 6 x 30-minute appointments are available for a specific issue.

You can speak in confidence to fully qualified counsellors and support specialists to discuss any emotional, personal or work-related issues.

Please note: this service is confidential and your manager will not receive any feedback from the service provided – even if they have referred you.

Other sources of support

Our [wellbeing page](#) includes a variety of resources to support you with your mental wellbeing, including [Access to Work Mental Health Support Service](#), funded by Department of Work and Pensions (DWP) for longer term support. (Please note: this is not a counselling service but a support service to help you remain at work.)

PKC Learn



There are a variety of Wellbeing courses being run during November. To find out more and sign up click [here](#).

PKC Learn Upgrade - our updated eLearning platform is now live and available on all devices. You'll have access to 7 mandatory training modules, and other resources will be available for self-enrolment.

Find out more: [PKC Learn upgrade - what you need to know](#) Login here: [Me Learning](#)

Access to Mental Health at Work Support



Your health and wellbeing at work is our highest priority. The Access to Work Mental Health Support Service can provide a mental health professional to talk to and tailored support plan for a period of up to 9 months if you are experiencing mental health difficulties and meet their eligibility criteria

If you are experiencing issues such as anxiety, depression, grief, or stress, or are struggling with problems such as debt, disrupted sleep or relationship breakdowns that may be affecting your mental health, you can contact Able Futures on **0800 321 3137** to find out if you are eligible to participate or visit <https://able-futures.co.uk/mental-health-support>

Previous Health & Wellbeing Briefings

Have you missed previous briefings? You can view them on the website on the [Wellbeing Support page](#), where you will also find the latest addition of the Compass Magazine, published by People Asset Management.