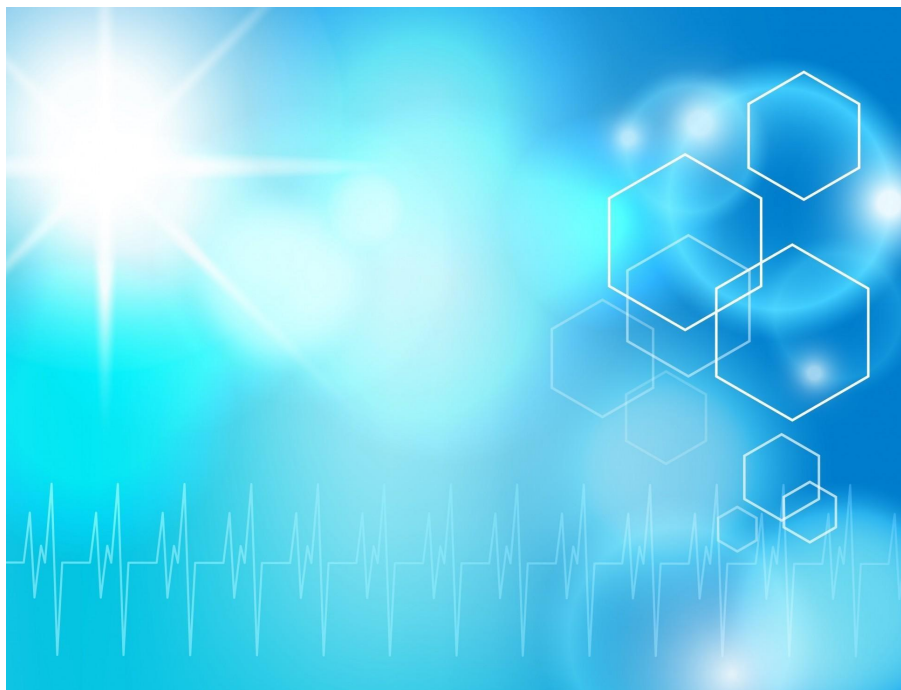


# Health & Wellbeing Briefing

## December 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



## Coping Tips during the Festive Period



It might be the most wonderful time of the year for some people, but for many others Christmas and the holiday season can be a stressful time. If Christmas is a hard time for you, it's important to remember that you are not alone. There are things you can try that might help, such as:

Coping with money worries - The financial pressures of Christmas can be especially difficult if you are already struggling with money. Creating a budget could help you feel more in control of what you can spend. If you are worried about your finances there are [organisations](#) you can contact for advice on the Wellbeing page on the Council's website. In addition, there is regularly updated information on sources of help published on our website at [www.pkc.gov.uk/costofliving](http://www.pkc.gov.uk/costofliving).

Be kind to yourself - It might help to think about what is best for your wellbeing during Christmas and prioritise what you need.

Reach out for support - It can help to talk to someone you trust about how you are feeling. If you are struggling this Christmas you may want to find support to help with your mental health. The [mental wellbeing page](#) signposts to local and national support organisations.

[Log-in or register](#) to the Your Care platform for more useful information to cope with stress.

## Stay Scam Aware



In the run up to Christmas and with the ongoing cost of living pressures more people are falling victim to scams. When budgets are tight it can be tempting to click on a social media advert or unfamiliar website offering deals on big brand or in demand items.

Please take a few minutes to read the [Online Shopping - Trading Standards Scotland](#) , issued by the Trading Standards Scotland, and share any relevant information with colleagues, friends and family.

## Tips to Reduce Food Waste



Did you know, we throw away 7 million tonnes of food and drink from our homes every year?

Reducing food waste not only helps save the environment but can save you money too.

Here are some effective ways you can reduce food waste:

1. Plan your meals. Make a shopping list based on your meal plan and avoid buying items you don't need.

2. Fresh fruit and vegetables are some of the most commonly wasted foods. Store fruit and vegetables correctly. Follow the tips [here](#).
3. Be creative in the kitchen and use leftovers to make different meals.
4. Check and understand the difference between "sell-by", "use-by" and "best by" dates to prevent binning items unnecessarily. Information is available on the [Food Standards Agency](#) website.
5. Where appropriate, donate surplus food to foodbanks and local larders. Click [here](#) to find your nearest foodbank/larder. The [Love Food Hate Waste](#) website has some simple ways to save food, save money and save our planet.

On 11 December 2025 Our Zero Waste Team will be sharing some great tips for cutting down food waste and using up your delicious Christmas dinner leftovers. Find out more [Christmas food waste Climate Cafe](#)

## Men's Health



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 18 December 3pm - 4pm. [Click here to join the meeting](#)



## International Volunteer Day



International Volunteer Day on 5 December is an opportunity to recognise the invaluable contributions of volunteers who work tirelessly to support their communities.

Are you planning to participate in any volunteering activities soon? If so, please refer to the [Employer Supported Volunteering Policy](#) as you may be entitled to time off for volunteering, subject to Line Manager approval.

Bring a little cheer to someone this Christmas, there are lots of volunteering opportunities that can found at [Search - Perth & Kinross Council](#)

## International Day of People with Disabilities



3 December marks International Day of People with Disabilities which aims to promote an understanding of disability issues and mobilise support for the dignity, rights and wellbeing of people with disabilities.

The Council continues to be a [Disability Confident](#) employer at Level 3 Leader status, recognising the value and talent people with a disability can bring to the organisation.

You may also be interested to know there is a [disABILITY staff network](#) which meets on the 2nd Wednesday each month, follow the link to join and find out more.

## 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 to 10 December 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](#)

## 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.

## Gambling Related Harm



Gambling Related Harms go wider than the impact on the individual. Gambling can have adverse effects on the Health and Wellbeing of the individual and their families, communities and society.

The Council is currently exploring the option of signing up to the Workplace Charter to reduce Gambling Related Harms. The Charter has been developed by the [The RCA Trust](#), the main gambling treatment provider for Scotland, commissioned by [GambleAware](#). The Workplace Charter provides a framework for action to help employers and staff build good practice in health and work in their organisation. The Council is keen to support this initiative and work collaboratively to help address gambling related harms at a workplace level.

## 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.