

Cynqor Gwynedd Wellbeing Programme May 2024 - March 2025

This list of activities is not exhaustive. Visits to specific work areas will be targeted as needed. The specific areas of work will be supported / addressed following the receipt of live data of sickness absence, symptoms of stress, musculoskeletal.

Month	Activity	Activity summary	Location	Target	Responsible
May 2024	Testicular Cancer	<p>Poster- Testicular cancer is on the rise within the United Kingdom, around 2,300 diagnosed each year. This type of cancer can usually be treated if caught early. [1]</p> <p>Raising awareness and sharing information on the importance of symptom check – testicles. QR code will be included on the poster with information in regards to testicular cancer and symptoms.</p>	Staff Toilets	All staff (Depot, Care Homes, Healthy Living, offices).	Lois Thomas
June 2024	Sun Safe	<p>Raising awareness of how to take care of self when working out in the sun/ heat and what to look out for with any growth / moles.</p> <p>Cases of skin cancer have increased steadily in recent years. Contact with the sun seems to be the main cause for this.</p>	Staff Intranet	PP/YGC Staff, Environment, Maritime.	Lois Thomas
August 2024	Health and Wellbeing Roadshows	<p>Offering health checks to staff at different locations and raising awareness of the support available within the Council.</p> <p>Wellbeing Stands include: Back Care, Drug and Alcohol, Staff benefits, Mental Health and Wellbeing, Healthy Living.</p>	Council-wide events	Members of Council staff especially staff at Depot and Residential Homes.	Lois Thomas
September 2024	World Suicide Day	<p>Suicide statistics have increased over the past year, with employed individuals being the highest. [2]</p> <p>The theme this year from WHO (World Health Organisation) are 'Changing the narrative on suicide' and 'to start the conversation'. The aim for this year is to reduce the stigma and to encourage individuals to start talking about suicide.</p> <p>Raise awareness and remind staff of the support available if they feel they require additional support. This includes Occupational Health, MEDRA, Mind Cymru and further external sources.</p>	Staff Buletin Intranet	Members of staff with access to the intranet/ emails	Lois Thomas
	Flu Programme	Flu can lead to serious illness such as bronchitis or bacterial pneumonia secondary to the elderly or those in poor health. The	Co-ordinating with Rowlands Pharmacy		

		Government's Chief Health Officer is asking employers to increase the number of employees receiving the vaccine.	for eligible staff members to receive a flu voucher.	Eligible members of staff identified by Public Health Wales	Occupational Health
October 2024	Back Care Awareness Week	<p>One of main sickness absence within the Council is musculoskeletal illness.</p> <p>Share information on how to care for ourselves, our posture, and share external sources to help them.</p> <p>Hybrid office / working staff to complete a workstation assessment.</p>	Staff Buletin Intranet	Office staff members (DSE)	Lois Thomas
	World Mental Health Day	<p>2 million people are waiting for mental health services from NHS World Mental Health Day - Mind</p> <p>Raising awareness of the support available to all Council staff, including sharing information on how to access support from external agencies.</p>	Staff Bulletin	Members of staff with access to the intranet/ emails including Education and Home Carers/ Community	
	Restart the Heart	Promote sessions available from Healthy Living / Byw'n Iach (One week in October only) and <i>British Heart Foundation</i> to train staff on how to administer CPR. Raising awareness of all defib locations across the Council. Join the British Heart Foundation campaign.	Council Head Offices (Caernarfon, Pwllheli and Dolgellau) and virtual		
	World Menopause Day	<p>Menopause Workshops- Parliament reported that 900,000 women had left their jobs due to menopause symptoms [3]. A number of members of staff have requested menopause sessions following the staff survey. Promote menopause sessions with an outside agency to be able to discuss feelings and share experiences.</p> <p>Share information and raise staff awareness of the Menopause Policy as well as menopause risk assessment.</p>	<p>Women's and Men's Toilets</p> <p>Staff Buletin</p>	Staff members with menopause symptoms / staff in general and Managers.	
	Breast Cancer	Poster- The most common cancer in the United Kingdom, and one of the leading causes of death for women under 50 [4]		All staff	

		Raising awareness of importance to check self frequently, with a QR code to show how.			
November 2024	Men's Health Awareness Month	Targeting staff and young workers, who may be less likely to visit their GPs. Asking men to send a picture of themselves with a beard (Movember) to share on the intranet. Raise awareness about the importance for men to discuss their concerns with others.	Intranet	All staff	Lois Thomas
	Stress Awareness	Raise awareness of the support available for all members of staff. Promote the Health, Safety and Wellbeing intranet specifically the Mental Health page which shares good exercises/ useful sources and resources of how to deal with stress.	Health, Safety and Wefare Intranet		
December 2024	Alcohol and Drug Awareness	Aim to use the run-up to Christmas (as do the Police) to raise awareness of the negative effects alcohol can have on health e.g. weight, blood pressure, sleep, diabetes. Poster - Raising awareness of the support available for individuals with Alcohol and Drug addiction. Including launching campaigning on the new policy. Advise on issues that may arise, and refer to other services.	Council-wide notice boards Intranet Staff Weekly Buletin	All staff (Depot, Care Homes, Education, Offices) All staff	Lois Thomas
	Grief Awareness	Raise awareness of the Support available from Medra and Occupational Health as well as what external agencies can offer at challenging times for individuals dealing with grief.			
January 2025	Blue Monday	January tends to be a month where people feel low - 'January blues'. Share general information about what can we do to lift spirits – exercise, foods to avoid, work-life balance, good sleep hygiene. Hold virtual sessions with Time to Change Wales to highlight key facts about Mental Health and challenge stigma (including self-stigma). (Obtain a recording of the session so that Council staff - Education, Carers, Environment Staff, PP/YGC can have the opportunity to view the session).	Virtual	Any interested member of staff.	Lois Thomas/ Safety and Wellbeing Health Team

February 2025	A Time to Talk Day (Mental Health)	A session with the Wellbeing Champions for members of staff to have the opportunity to talk and open up about their feelings/ Mental Health. Share staff awareness of the Occupational Health service.	Wellbeing Champions	Office staff	Health, Safety Wellbeing Team
	Heart Awareness Month	Each year there are roughly 100,000 hospital admissions due to heart attacks. That means hospitals are receiving around 290 cases per day [5] . Arrange a competition to raise awareness of the importance of movement, stay active. This can reinforce teamwork and collaboration.	Competition	All staff	
March 2025	National No Smoking Day	Raising awareness of the impact smoking and vapes have on the body, sharing information about the support available to help quit smoking.	Intranet		Health, Safety Wellbeing Team