

# 2026 WELLBEING CALENDAR

All themes are supported by Acorn Occupational Health through management referrals, health surveillance, EAP services, physiotherapy, ergonomics, and workplace training.

## January

### **New Year, Sustainable Starts**

Key Focus: Mental Health, Healthy Routines, Absence Prevention

- Supporting employees who return to work feeling fatigued.
- Early intervention for stress, anxiety, and low mood.

OH Support: Management referrals, EAP, return-to-work planning, Counselling

## February

### **Heart Health & Starting the Conversation**

Key Focus: Cardiovascular Health, Mental Health Conversations

- Promoting heart health.
- Encouraging open conversations around mental health (Time to Talk)

OH Support: Health assessments, wellbeing discussions, Counselling, EAP

## March

### **Nutrition, Energy & Ergonomics**

Key Focus: Nutrition, Ergonomics

- Nutrition to support energy, and productivity
- DSE assessments and ergonomic reviews

OH Support: Ergonomic DSE, FCA, Physiotherapy referrals

## April

### **Stress Awareness Month**

Key Focus: Stress, Burnout Prevention, Mental Health

- Identifying and managing workplace stressors
- Supporting employees with stress-related absence

OH Support: Management referrals, mental health support, EAP

## May

### **Mental Health Awareness Month**

Key Focus: Mental Health, Psychological Safety

- Promoting positive mental health and early support
- Using Wellbeing Action Plans (WAPs) to structure support

OH Support: Mental health assessments, counselling, EAP

## June

### **Men's Health & Physical Fitness for Work**

Key Focus: Men's Health, Physical Health

- Addressing physical health in male-dominated industries
- Encouraging early reporting of pain or injury

OH Support: Manual Handling support, PSA Testing, Ergonomics

## July

### **Summer Wellness & Workplace Safety**

Key Focus: Hydration, Heat, Fatigue, Safety

- Managing heat-related risks and fatigue
- Supporting outdoor and safety-critical workers

OH Support: Wellbeing advice, safety-focused OH input, skin checks

## August

### **Healthy Aging & Long-Term Conditions**

Key Focus: Ageing Workforce, Long-Term Health, Inclusion

- Supporting older workers and those with long-term conditions
- Considering phased returns or retirement planning

OH Support: Management referrals, ill-health retirement

## September

### **Know Your Numbers & Prevention**

Key Focus: Health Checks, Self-Care, Early Detection

- Promoting health awareness and routine checks
- Supporting employees to understand their health

OH Support: Health surveillance, on-site health checks, wellbeing reviews

## October

### **Women's Health & Cancer Awareness**

Key Focus: Women's Health, Cancer Awareness, Workplace Support

- Supporting employees affected by cancer or ongoing treatment
- Managing menopause symptoms at work

OH Support: Management referrals, return-to-work planning, Counselling

## November

### **Men's Health Awareness Month**

Key Focus: Men's Physical and Mental Health

- Encouraging men to seek support early
- Addressing mental health, MSK issues, and long-term conditions

OH Support: Mental health referrals, EAP, Counselling

## December

### **Winter Wellbeing & Year-End Resilience**

Key Focus: Immune Health, Mental Health, Seasonal Pressures

- Managing winter illness and fatigue
- Supporting mental health during holidays and shutdowns

OH Support: Management referrals, EAP, Flu vaccines