

Cancer Support

We all have mental health and at some point, life or work events may cause us to have some negative health and wellbeing issues, and the university wants to be a supportive environment. The role of the Line Manager is important in providing positive support and we wish to ensure our Line Managers know where to get support so they can signpost accordingly. A number of common health and wellbeing scenarios have been presented which aim to provide Line Managers with a pathway to help them support their team(s). The [Mental Health & Wellbeing in the Workplace Guidance for Managers](#) document is also a helpful tool for Line Managers.

1:1 Meeting

It is assumed colleagues will have spoken with their GP about their cancer diagnosis and treatment.

During a 1:1 with your Direct Report there will be opportunity for a Wellbeing Conversation and this is the time to highlight any health and wellbeing issues with regards to your Direct Report's cancer diagnosis or the support they require as a carer of a loved one with a cancer diagnosis. During the conversation, you can discuss possible reasonable adjustments. You can also signpost to other resources. If you are in doubt, seek the support of an HR Advisor.

Occupational Health Referral

As the Line Manager you can suggest a referral to Occupational Health allowing the Direct Report an opportunity to speak to a OH practitioner who may suggest other reasonable adjustments.



Employee Assistance Programme

[MCL Medics](#) is the University's Employee Assistance Programme provider and they provide a free, confidential and independent resource to help employees balance their work, family and personal lives providing advice, information and assistance on a range of topics, including Cancer support. Also provides access to a self referred counselling service allowing the employee to speak to a counsellor directly. Suggest they follow the steps on the webpage to access this resource.

External Resources

There is a number of external support agencies and charities who provide dedicated support to those with a cancer diagnosis or those undertaking caring responsibilities for a loved one with a cancer diagnosis. You can refer your Direct Report to [MacMillan Cancer Support](#) or [Cancer Research UK](#).

In Scotland there is the dedicated Scottish Charity called [Cancer Support Scotland](#) who offer a range of services across Scotland.

[Intranet Health & Wellbeing Home Page](#)