

Sources of Support – Staff

Please explore the [Employee Wellbeing](#) webpages for more information, support and resources to help look after your wellbeing and mental health at work.

Below we have highlighted the main support services:

Service	Description	Links
Human Resources (HR)	Available to advise and assist with any queries.	http://www.abdn.ac.uk/staffnet/working-here/hr-employment-services-3031.php
Occupational Health	- All staff are entitled to consult the service for advice on health matters. - Occupational Health focuses on the prevention of ill-health and promotion of health at work and provides advice so that health related problems are effectively managed - The service is staffed by occupational health physicians and advisers. - All consultations are in strict medical confidence.	https://www.abdn.ac.uk/staffnet/working-here/support-services.php#panel5511
University Counselling Service	- Can offer 1-2-1 support. - The University Counselling Service is available for all parties involved with the investigation, including The Investigating Officer and Commissioning Officer.	- For more information visit: Counselling Students The University of Aberdeen - You can make an appointment on https://www.abdn.ac.uk/students/support/book-appointment.php.
The University's Employee Assistance Programme (Currently provided by Health Assured)	- Unlimited access to 24/7, 365 confidential telephone helpline, LiveChat and email. - Legal information services including debt and financial information - Access to webinars, mental health guides mood and sleep trackers, fitness planner and recipes through the Wisdom Wellbeing App..	- Freephone 24 hours a day, 7 days a week - Call: 08000280199 - Website: wisdom.healthassured.org/login - Download: WISDOM app from the apple or google store. - Organisation code: MHA337303
Trade Unions	- The University of Aberdeen has three recognised. There are members across all grades and professions, in all sections and all schools, and at all levels of the University including senior management. - The University is positive about trade union involvement, and it puts time and resources into recognised union activity.	Trade Unions, UCU, Unite Unison
Disabled Staff	- The links provide information of relevance to disabled staff. - For more specific guidance, please contact your Human Resources Officer.	Disability Inclusion StaffNet The University of Aberdeen - includes signposting to reasonable adjustment guidance

		• Staff Disability Network StaffNet The University of Aberdeen
Mediation	• Mediation is an effective way of resolving disputes. It involves an independent third party, a Mediator, who helps both sides to reach an agreement. • The focus of a Mediation meeting is to reach a settlement which is agreeable to both parties. • Mediation is a voluntary process and will only take place if both parties agree. It is a confidential process, and the content of a Mediation meeting is not disclosed to anyone outside the meeting.	• Learn more about the mediation process here: Support Services StaffNet The University of Aberdeen
Online Reporting Tool	• You can use our online tool to report any incidents or acts of harassment, bullying, violence, targeted hate, or sexual misconduct.	• For more information and to report an incident click here • Online Reporting Tool About The University of Aberdeen
Multi Faith Chaplaincy	• Available to all students and staff and is a place of pastoral support. • Staff Quiet room bookable by the hour.	• You can contact one of our chaplains for a conversation and support, or book the staff quiet room, by emailing chaplaincy@abdn.ac.uk. • Multi-Faith Chaplaincy About The University of Aberdeen
Workplace Dignity Network	• Aims to provide support to staff who would like to chat through wellbeing concerns. This could be in relation to bullying/harassment, stress, work relationships, work/life balance or mental health issues. • The coordinators are a listening ear. Sometimes it just helps to share an issue and discuss it. The coordinators can also signpost you to other sources of support which you may not have considered previously.	• https://www.abdn.ac.uk/staffnet/working-here/support-services.php
Dignity at Work Toolkit	• The Dignity at Work guidance has been created to support you to identify potential adverse or negative behaviours and highlight how those behaviours can be managed and mitigated. • Any form of work/study place mistreatment - bullying, harassment, discrimination, rudeness or incivility is unacceptable. This guidance is intended to provide advice on identifying, raising, addressing and resolving mistreatment.	• Dignity at Work and Study StaffNet The University of Aberdeen • Understanding Work/Study Place Mistreatment StaffNet The University of Aberdeen • A Practical Guide to Dignity at Work and Study StaffNet The University of Aberdeen • Meeting Etiquette Guidance StaffNet The University of Aberdeen • Policies, guidance and legislation StaffNet The University of Aberdeen
Mental Health First Aiders	Mental Health First Aiders can provide you with: • A listening ear, if you need to talk to someone, providing a confidential and safe place to discuss mental health and wellbeing concerns.	• You can find the contact list for all staff trained in Mental Health First Aid here: StaffNet MHFA list MARCH 2026

	• Initial support if you or someone you know are experiencing mental health or wellbeing difficulties. • Signposting information as well as support to access internal or external mental health and wellbeing services. Mental Health First Aiders are not trained counsellors or therapists and cannot provide ongoing or long-term support, diagnosis or treatment; however, they are trained to listen, reassure, and respond and can support an individual's next steps to seeking further help as appropriate.	• Support Services StaffNet The University of Aberdeen
Staff Equality Networks	For information on the staff equality networks including the LGBTQ+ network, parent and carers network, menopause network, race equality network, disability network and more click here .	• Committees and Equality Networks StaffNet The University of Aberdeen